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CAUT ACPPU
BULLETIN

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Déblocage des salaires

UBC et Saint Mary's négocient des ententes

L'ASSOCIATION DES PROFESSEURS et l'administration de l'Université de Colombie-Britannique ont conclu une entente prévoyant les premières augmentations de salaire depuis janvier 1994. Après plusieurs mois d'intenses négociations, les parties en sont arrivées à une entente de quatre ans, rétroactive au 1er juillet 1997, jusqu'au 30 juin 2001. L'entente exigeait l'approbation du conseil provincial des employeurs de la fonction publique (Public Sector Employers' Council).

L'entente prévoit deux augmentations générales de salaire. En mars 1998 d'abord, toutes les échelles de salaires, y compris celles des chargés de cours, seront majorées de un pour cent. En juillet de l'an 2000, une autre augmentation générale de deux pour cent sera appliquée. Le gel des salaires imposé par le gouvernement provincial sera encore en vigueur pour les membres gagnant plus de 100 000 $ car ils ne sont pas admissibles à l'augmentation générale des salaires.

L'entente conserve un régime complet d'avancement professionnel, notamment des augmentations pour le cheminement de carrière, des augmentations au mérite et des rajustements salariaux au rendement. Globalement, le régime représente 2,5 p. 100, dont la moitié des fonds est réservée au cheminement de carrière et l'autre moitié aux rajustements au mérite et au rendement.

L'entente prévoit également un fond de rajustement de 500 000 $ pour 1998-1999 qui servira à rectifier les anomalies salariales. Un fond de maintien du corps professoral de 500 000 $ sera disponible en janvier 1999 pour permettre à l'université de garder les professeurs dont le rendement est exemplaire. De plus, l'entente prévoit une allocation de perfectionnement professionnel et améliore les dispositions des congés sabbatiques.

Cette nouvelle entente améliore les conditions des chargés de cours. Ainsi, les chargés de cours membres de l'unité de négociation qui donnent des cours supplémentaires pendant la session d'été auront droit aux avantages sociaux ainsi qu'au régime de retraite.

Un comité mixte se penchera sur le problème des professeurs et des bibliothécaires qui sont depuis longtemps à l'emploi de l'université mais qui n'étaient pas admissibles au régime de retraite et qui font maintenant face à de modestes indemnités de retraite.

Aussitôt que le gel des salaires imposé par le gouvernement provincial a été levé, les administrations et les associations de professeurs des universités de Nouvelle-Écosse ont entamé des négociations pour renouveler les conventions collectives. Bien que la plupart des universités soient encore à différentes étapes de leurs négociations, quelques ententes ont tout de même été conclues. En janvier 1998, le syndicat des professeurs et l'administration de l'Université Saint Mary's ont conclu une nouvelle entente.

Les négociations à cette université ont amené entres autres la modification d'articles de la convention collective touchant les droits de propriété intellectuelle, les brevets et le droit d'auteur, ainsi que d'articles sur la fusion ou l'abolition de programmes d'enseignement ou de bibliothèques. En outre, on a mis sur pied un comité mixte chargé d'évaluer les lignes directrices du conseil d'université en matière de fraude et de conduite frauduleuse à l'université et d'en recommander des modifications.

À cause du gel des salaires imposé par le gouvernement provincial, certaines des échelles salariales prévues dans les conventions collectives antérieures n'ont jamais été mises en vigueur. La nouvelle entente met en oeuvre la dernière échelle des salaires, rétroactive à partir de novembre 1997.

Cette mesure se traduit par une augmentation salariale de trois pour cent et l'ajout d'un échelon aux échelles des professeurs adjoints, agrégés et titulaires. En avril, une augmentation salariale de deux pour cent est prévue. En septembre 1998, l'augmentation sera de 2,5 p. 100 accompagnée de l'ajout d'un demi-échelon à tous les rangs sauf pour les rangs I et II des bibliothécaires. L'année suivante, en septembre 1999, l'augmentation salariale sera de 2,5 p. 100 accompagnée de l'ajout d'un demi-échelon aux échelles de salaire de tous les rangs sauf pour les rangs I et II des bibliothécaires.

L'entente modifie les indemnités et les honoraires, prévoit des indemnités ou une réduction de la tâche d'enseignement pour la direction de thèse et améliore les dispositions des congés sabbatiques. Les cotisations au régime de retraite seront calculées à 100 p. 100 du salaire pendant que les membres sont en congé.

L'Université Saint Mary's s'est également engagée à améliorer les avantages sociaux, notamment en créant un régime complémentaire de retraite. Des discussions sur des encouragements à la retraite anticipée sont en cours. ■

Acadia Faculty Vote for Strike Action

ON FEB. 2-3, MEMBERS OF the Acadia University Faculty Association voted 91.3 per cent in favour of strike action. This vote likely gives Acadia faculty the strongest strike mandate in Canadian academic history. "The overwhelming strength of the vote is a clear sign of faculty solidarity with its negotiating team. There is no question about the seriousness of this situation. There is no question of our determination to achieve a fair and decent contract," said AUFA President Jim Sacouman.

In a last minute attempt to achieve a settlement, both negotiating teams met with the conciliator on Feb. 5. The collective agreement ended at midnight Feb. 6, 1998.

The major issues that remain in contention include teaching technology and academic freedom, working conditions, self-governance, early retirement plan, salaries, pension and benefit plans.

"We have presented the board of governors' team with a full framework for an immediate settlement. They now have a few days to reconsider their extreme and imprudent negotiating positions," said Professor Sacouman. "It seems that the board, its president and its team want to break with Acadia's traditions of sensitive good governance, collegiality, community, and academic freedom. For the faculty, Acadia is our life's work and we will not let this happen." ■

For further information consult the AUFA web site at http://www3.ns.sympatico.ca/aufa/home.htm.

Management Pushes Carleton Faculty Towards Strike Vote

BY E. PETER FITZGERALD

THE LAST ISSUE OF THE CAUT *Bulletin* gave details of the program closures and layoffs — currently threatened at Carleton University. Since then there have been several notable developments.

Firstly, in subsequent negotiations it has become clear that management wanted to obtain a streamlined layoff procedure. CUASA, however, argued that no colleagues should be laid off so long as there were other colleagues in the same faculty who wished to retire early or leave the university voluntarily — and who were not being allowed to do so because of management's refusal to accept their applications.

In effect we stuck to two principles: that voluntary departures should always take precedence over involuntary ones; and that layoffs should be resorted to only if voluntary departures did not create the level of savings deemed necessary.

To implement these principles CUASA put forward a proposal that addressed management's concerns about balancing the budget as well as our own concerns about the decent treatment of valued colleagues. Management refused to consider this alternative.

Management's insistence on layoffs and nothing but layoffs is the clearest indication yet that the crisis at Carleton is, at bottom, not a fight about money. Their conduct at the negotiating table lends new support to the view that senior managers want this round of layoffs in order to establish the precedent and the procedures for more extensive cuts next year.

That interpretation has been given additional force by the refusal of Carleton University President Dr. Richard Van Loon to state in unambiguous terms that his administration will not seek additional layoffs.

Throughout their campaign to close programs, senior managers maintained that layoffs were going to be a one-time measure. Carleton's president emphasized this when he addressed Carleton's General Faculty Board in September 1997 and proclaimed "We will not

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ON THE WEB

Ice Storm 98 Delays Tax Guide

Due to inclement weather at the beginning of January the CAUT 1997 Income Tax Guide is not available in this issue of the *Bulletin*. An unofficial and unformatted version of the tax guide is available at www.caut.ca. Readers of the web version should note that the material presented is expressed in general terms. Accordingly, we suggest that no action be taken solely on the basis of the information therein. The official version of the CAUT 1997 Income Tax Guide will be published in the March issue of the *Bulletin*, and posted to the CAUT web site in due course.

■

New Funding Program at SSHRC

The Social Sciences and Humanities Research Council has launched a new funding program — the Research Development Initiatives. The International Summer Institutes program has been absorbed into this new program. Information is available at the SSHRC web site http://www.sshrc.ca/english/resopp/index.html.

SUR LE W3

En raison de la température inclémente du début de janvier, le *Guide d'impôt 1997* de l'ACPPU n'est pas publié dans le présent numéro du *Bulletin*. Une version officieuse et non formatée du guide est disponible sur le site W3 de l'ACPPU (www.caut.ca). Il importe de remarquer que cette version en ligne est exprimée en termes généraux. Par conséquent, il est conseillé de ne prendre aucune mesure fondée sur l'information qui y est donnée. La version officielle du *Guide d'impôt 1997* de l'ACPPU paraîtra dans le numéro de mars du *Bulletin* et sera affichée sur le site W3 de l'ACPPU en temps opportun.

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which are not within the purview of CAUT's activities, or have been sufficiently discussed by other letter writers.

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COURRIER DES LECTEURS

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

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Les étudiants d'université : des clients ou des apprenants?

ÊTES-VOUS FATIGUÉ D'ENSEIGNER EN MILIEU UNIVERSITAIRE? Croyez-vous sincèrement à ce que vous accomplissez? Avez-vous peur de ce que vous réserve l'avenir? La vie dans votre université est-elle devenue triste, pour ne pas dire atrabilaire?

Voilà formulées quelques-unes des questions que pose le développement contemporain de l'université à chacun des professeurs en milieu universitaire.

Aujourd'hui, après plus de sept siècles très riches en transformations, les universités actuelles, bien qu'elles ne ressemblent pas beaucoup à leurs aînées, continuent d'être la structure d'enseignement et de recherche la plus universelle dans le monde. Elles représentent au-delà des traditions nationales et les défis à venir, un espace d'autonomie possible face à des forces plus ou moins contrôlables. Cet espace d'autonomie est aussi confirmé par les flux croissants d'étudiants et d'enseignants qui circulent à l'échelle européenne ou mondiale et forment ainsi, la seule vraie pourtant invisible université, celle de la volonté du savoir. (Adapté de Christophe Charles, le Monde de l'éducation, octobre 1997, p.32)

Au course des dix dernières années les universités canadiennes ont eu à faire face à de nombreux changements : le définancement, la technologie de l'information, la globalisation de l'économie et la concurrence accrue entre les établissements universitaires, la rationalisation.

Ces changements ont conduit la direction à privilégier d'une part, un style de gestion beaucoup plus centralisateur et d'autre part, à adopter un langage économique susceptibles de mettre en danger la poursuite de cette volonté du savoir.

Le style de gestion centralisateur charrie une notion de leadership de haut en bas : une force qui amène le systéme au bout de ses limites par une pression de haut en bas de la part de ceux qui sont en position d'autorité (Gilles Paquet, Université d'Ottawa, Faculté d'administration, Document de travail 96-11). Cette idée de leadership connote une notion de gouvernance marquée par la hiérarchie et les liens verticaux de commandement. Le leader demande qu'on lui obéisse, et qu'on lui soit loyal. Ce style de gestion n'est pas toujours très compatible avec la culture du milieu universitaire.

L'adoption du langage économique consiste pour sa part à soumettre les universités à une logique de la marchandise, du rendement et de la transaction monnayée. Dans ce langage mercantile, les diplômes deviennent des produits, les étudiants des clients, le nombre de diplômes un rendement annuel, les universités des supermarchés du savoir et des ouvertures de postes des appels d'offre. (Denise Angers, *Université*, FQPPU, octobre 1997, p.24)

On conçoit facilement que la centralisation de la gestion et la conception économiste de l'établissement universitaire ne vont pas faciliter l'accomplissement des fonctions associées à l'avancement et à la transmission du savoir : recherche, innovation, enseignement et formation, éducation permanente. (Jacques Delors, Rapport de l'UNESCO, L'éducation — un trésor est caché dedans, 1996, p.146) Le lecteur désireux d'en apprendre davantage peut consulter les trois ouvrages suivants : *Le naufrage de l'université* de Michel Frietag, publié chez Nuit Blanche éditeur en 1994, celui de Bill Readings *University in Ruins*, publié chez Harvard University Press en 1996 ou encore celui de Lawrence C. Soley, *Leasing the Ivory Tower*, publié chez South End Press en 1995.

Ces trois auteurs s'interrogent sérieusement sur ce qui restera de la mission, de la vision, de l'autonomie de l'université et de l'indépendance de la recherche dans notre société une fois que les universités nord-américaines seront privatisées et gérées à la manière des entreprises.

Nous savons tous que les universités canadiennes sont engagées dans un processus de transformation en profondeur imposé principalement par les compressions budgétaires dont elles ont été victimes au cours de la dernière décennie. Bien que ce processus ne doive pas remettre en question la démocratisation de l'université , son accessibilité et son ouverture aux étudiants issus des groupes qui n'avaient pas la pratique culturelle de l'enseignement supérieur, il est impératif de privilégier d'une part, l'adoption d'un type de leadership transversal (Paquet, 1996) propice à l'organisation universitaire. Ce type de leadership met l'accent sur la conversation entre les leaders et le personnel dans un cadre propice à l'apprentissage social, où le dialogue se déroule dans un environnement marqué par l'écoute, le tact, la civilité, ajoutons, la transparence et l'imputabilité.

D'autre part, il faut se débarrasser du langage mercantile parce que, contrairement au discours de plus en plus répandu, l'instruction (la dissémination de la connaissance) n'est pas un produit et l'apprenant n'est pas et ne sera jamais un client.

L'apprenant est un être à élever, une personne qui doit développer son ouverture d'esprit et développer une compétence dans le but de s'insérer dans une société en mouvance, qu'il aura à modifier, à transformer et à faire évoluer. Pour que l'on puisse dispenser une connaissance à un étudiant, il faut que ce dernier ait la capacité de l'assimiler. Peu importe l'origine de cette capacité, il n'en demeure pas moins que n'importe qui n'est pas capable d'avaler n'importe quoi et qu'il serait faux de prétendre que tous ceux issus du baccalauréat, de la maîtrise et du doctorat sont égaux. Voilà ce qui fait que le savoir n'est pas et ne sera jamais un produit pourvu que les professeurs autont toute la latitude pour évaluer la performance de l'apprenant.

Tout le monde sait qu'il existe une loi fondamentale du commerce stipulant que tout le monde est apte, par supposition, à se servir d'un produit. Si l'université fonctionne ainsi, c'est bien parce que le savoir y est défini comme un produit dû à tous, garanti à tous. Et personne ne sait comment cette garantie est assurée. Ainsi, il nous faut récuser le voeu pieux basé sur la satisfaction du client, d'abord parce qu'on ne le satisfait pas, mais aussi et surtout parce que cette satisfaction n'est pas la mission de l'université. Il est plutôt important de reconnaître que chacun a le droit d'étudier, mais, il est primordial d'informer l'apprenant qu'il a d'abord et avant tout le devoir d'étudier.

Ce constat s'applique à de nombreuses universités et il est grand temps pour nous de placer l'apprenant au centre de notre source d'inspiration pour mobiliser tout le monde et nous aider à répondre positivement aux questions posées au tout début de cet article.

Au cours des dernières années les universités sont entrées dans le cycle de la démobilisation. À vouloir aller trop vite, plusieurs ont reculé ou même régressé. La gestion de l'éducation comporte des caractères distinctifs : caractère social et démocratique, elle s'adresse avant tout à l'humain et au monde des valeurs, elle occupe une zone ouverte et publique où s'entrecroisent plusieurs partenaires (voir Roland Arpin *Une école centrée sur l'essentiel*, Édition Fides, 1995), et pour reprendre la bonne direction, il faut briser le cercle vicieux du court terme et bâtir sur une vision de l'université centrée sur l'apprenant (Adapté de Madeleine Chenette, *Gestion, hiver*, 1997, p.28). Ce projet ne peut se faire qu'avec l'apport du corps professoral. Les dirigeants doivent favoriser l'émergence du sens du travail en permettant aux professeurs de redécouvrir leur profession d'enseignant et de chercheur universitaire et de démontrer un courage administratif pour mettre fin au marchandage des diplômes et valoriser à nouveau l'instruction et la mission de l'université. ■

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La direction de Carleton incite ses professeurs à la grève

PAR E. PETER FITZGERALD

L'ABOLITION DE PROGRAMMES et les licenciements qui menacent actuellement l'université sont relatés en détail dans le dernier numéro du *Bulletin* de l'ACPPU. La situation a connu, depuis, plusieurs événements notables.

En premier lieu, il est devenu manifeste lors de négociations subséquentes que la direction souhaitait obtenir une procédure de licenciement rationalisée. La CUASA a cependant soutenu qu'aucun professeur ne devait être licencié si d'autres collègues de la même faculté désirant prendre une retraite anticipée ou quitter volontairement l'université se voyaient refuser leur demande par la direction.

L'association s'en est tenue à deux principes : que les départs volontaires aient la priorité sur les départs involontaires et que des licenciements soient effectués seulement si les départs volontaires n'engendraient pas les économies jugées nécessaires.

Pour mettre en oeuvre ces principes, la CUASA a soumis une proposition qui tenait compte des préoccupations de la direction au sujet de l'équilibre du budget et de ses propres préoccupations quant au traitement décent que méritent des collègues estimés. Il est très important de comprendre que la direction a refusé catégoriquement d'étudier cette solution pour réaliser les économies nécessaires.

L'insistance de la direction à se limiter uniquement aux licenciements montre sans équivoque que la crise à l'Université Carleton, au fond, n'est pas une lutte monétaire. L'attitude des cadres supérieurs à la table de négociation renforce l'impression qu'ils veulent faire ces licenciements pour créer un précédent et établir des procédures autorisant des compressions plus importantes l'année prochaine.

Le refus du recteur de l'Université Carleton, Richard Van Loon, de déclarer en termes clairs que son administration n'effectuerait pas d'autres licenciements a donné plus de poids à cette interprétation.

Pendant leur campagne d'abolition de programmes, les cadres supérieurs ont maintenu que les licenciements seraient une mesure unique. Le recteur l'a bien précisé lorsqu'il a pris la parole devant le conseil général de faculté en septembre 1997 et qu'il a déclaré que l'administration ne le ferait plus. Il l'a d'ailleurs répété plus tard dans des entrevues à la presse.

Toutefois, six jours après que le conseil d'université eut accepté le projet d'abolition du recteur, le bureau des relations publiques de l'université a publié un communiqué de presse précisant que des programmes ne seraient plus abolis pour des motifs financiers. Par contre, on faisait explicitement allusion à d'autres modifications à des fins de réaffectation interne.

Indiscutablement, ce coup de tonnerre dans un ciel bleu contredisait les garanties que le recteur avaient faites en public. La CUASA a donc écrit à M. Van Loon pour lui demandet de dissiper l'ambiguïté en promettant publiquement que son administration ne chercherait pas à abolir plus de programmes ou à licencier plus d'universitaires.

La CUASA a souligné le fait que cette promesse serait entièrement conforme à ce qu'il avait garanti et n'exigerait pas plus que ce à quoi il s'était déjà engagé.

La première réponse du recteur reconnaissait les garanties antérieures mais était loin de la déclaration que nous souhaitions. Malheureusement, lorsque la CUASA a demandé des éclaircissements, le recteur lui a répondu sur un ton d'avocat, enjoignant les personnes intéressées à mettre ses garanties antérieures dans leur contexte.

Bref, le recteur, devant l'occasion de faire une déclaration sans équivoque, a choisi de demandet aux professeurs de tenir compte aussi des subtilités. Malgré ses garanties antérieures, le recteur ne veut plus s'engager franchement à ne pas effectuer d'autres licenciements.

Enfin, ces faits nouveaux ont été rapportés lors d'une assemblée générale de l'association des professeurs tenue le 16 janvier dernier. Les membres ont fait preuve d'une grande solidarité et d'une détermination envers la question des licenciements.

Une motion a été déposée donnant à l'exécutif de la CUASA le mandat de tenir un vote de grève au moment opportun si des négociations supplémentaires sur le licenciement des professeurs permanents ne se concluaient pas d'une manière satisfaisante. La motion a été adoptée à l'unanimité.

Les négociations reprendront bientôt et notre équipe de négociation a ajouté la motion adoptée à l'assemblée générale à la position de négociation de la CUASA. Pour des motifs légaux, l'association ne peut tenir de vote de grève avant le 1er avril. Le vote sera désormais inévitable si les cadres supérieurs maintiennent leur position de non-compromis. ■

(E. Peter Fitzgerald est président de la Carleton University Academic Staff Association.)

CBEBC Expands Training Program

AT ITS DECEMBER 1997 MEETing CAUT's Collective Bargaining and Economic Benefits Committee decided to make significant changes to the collective bargaining training program sponsored by CAUT.

Now, much like the grievance and arbitration conference held in the winter, the June collective bargaining conference will deal only with prevailing policy issues. The committee is currently developing the June conference agenda with the main policy theme centred on university budgets, financial exigency and redundancy. The conference will be held in Ottawa from June 19 to 21, 1998. A draft agenda will be available soon.

In an attempt to address the heavy bargaining calendar and distinct needs of faculty associations, the committee now offers customized collective bargaining training workshops. Training is available for individual associations, or to a group of associations in a specific region, wishing to learn or to improve negotiation skills at the bargaining table. The committee will also provide training for an entire bargaining team, to further team building and team cohesiveness. These workshops will offer training in every aspect of the negotiation process, and depending on the duration of the sessions, will normally cover: the legal framework of collective bargaining, an overview of the negotiation process, a clause-drafting exercise and a one-day negotiation simulation exercise designed to give participants hands-on experience. Workshops will be conducted by CAUT's collective bargaining officers.

Customized workshops will be designed and scheduled according to an association's needs. Replacing the summer workshop, these new workshops are offered on a cost-recovery basis. CAUT expects to be able to provide on-site training for the same average amount as it formerly cost associations to send two or three delegates to the summer workshop held during the June collective bargaining conference. ■

For information please contact Christiane Tardif (tardif@caut.ca); or Pierre Choquette (choquet@caut.ca), CAUT, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2; tel: 613-820-2270; fax: 613-820-7244.

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The Award

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Eligibility

- Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Instructional Development Centre
General Sciences Bldg., Room 217
McMaster University
Hamilton, Ontario L8S 4K1
(905) 525-9140 ext. 24540

Nomination Deadline: May 15, 1998

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 1998

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Critères de sélection

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- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 15 mai 1998

APPOINTMENT

Writer-in-Residence 1998-99

The Markin-Flanagan Distinguished Writers Programme

The University of Calgary is pleased to announce the appointment of Peter Oliva as Canadian Writer-in-Residence for 1998-99. The appointment recognizes Mr. Oliva's achievements as a writer and his many contributions to the writing community.

The Markin-Flanagan Distinguished Writers programme at The University of Calgary is committed to enhancing the activities of the Department of English, especially its creative writing routes at the BA, MA and PhD levels, and to benefiting writers and readers in Calgary, in Alberta, and in Canada. This is an evaluation year for the Programme, and all procedures, including the selection of writers-in-residence, are under review.

The Programme maintains a web-site at http://www.ucalgary.ca/UofC/faculties/HUM/ENGL/markin_flanagan.html

Further inquiries may be directed to:

Dr. Hermina Joldersma, Acting Dean,
Faculty of Humanities
The University of Calgary,
2500 University Dr. N.W.,
Calgary, Alberta T2N 1N4

UNIVERSITY OF CALGARY

www.ucalgary.ca

Academic Tenure Isn't Just a Matter of Money

BY JEREMY EPSTEIN

AMERICAN COLLEGES ARE REducing their percentage of tenured faculty. Moreover, it has been reported that many universities plan to accommodate increases in enrollment by hiring more part-time teachers, not by increasing the ranks of the tenured. The usual justification is economic: Part-time or transient professors cost less.

This anticipated reduction has prompted a lively debate on the wisdom and efficacy of academic tenure. Those who question the value of tenure suggest that it perpetuates mediocrity and insulates the indolent against review. These criticisms miss the mark: They assume that tenure benefits only the tenured. In fact, the benefits of academic tenure extend far beyond the university. To understand these benefits, we must examine what can happen when a society is stripped of that protection.

We need not go far to find a time when the protections of tenure were meager, or nonexistent. It happened in this country not very long ago — although farther back than most memories now extend. There was a time when the investigative prowess of many congressional committees was devoted to identifying and ferreting out Communists, real or imagined, wherever they could be found. Universities were deemed particularly promising sources of such threats to national security.

Are You Now, Or...?

In 1952, the Senate Internal Security Subcommittee subpoenaed M.I. Finley, a young, untenured teacher of ancient history at Rutgers University. Prior witnesses before the committee had testified that Mr. Finley had run a "Communist study group" while a graduate student at Columbia University in the 1930s. When Mr. Finley appeared before the committee, he denied then being a Communist but invoked the Fifth Amendment when asked whether he had ever been one. He readily discussed the activities of his study group, but he declined to identify by name any other participants.

Rutgers established a faculty committee to examine Mr. Finley's conduct and that of another Rutgers professor who had similarly invoked the Fifth Amendment. The faculty committee concluded that Mr. Finley's refusal to answer certain of the Senate committee's questions was appropriate and that there was no evidence that Mr. Finley's political views had ever distorted his teaching.

Unfortunately, the matter did not end there. Mr. Finley's case came before a meeting of the Rutgers trustees, who found the Communist threat severe, and his behavior unacceptable. He was fired.

Although he was already recognized as a historian of unusual promise in a field where promising newcomers were not plentiful, no American university would offer him a job. After three years of unemployment, he was appointed to the classics faculty of Cambridge University, where he remained until his death in 1986.

Finley's career in England is the stuff of legend. He was appointed to the chair of ancient history at Cambridge. He was elected a fellow of the British Academy. His portrait hangs in the dining hall of Darwin College, Cambridge, which he served as master. He was knighted for his services to scholarship — no small irony for a man hounded from his native country for his left-wing views. His many books revolutionized the teaching of ancient social and economic history throughout the Western world, and many of these books still sell vigorously as paperbacks in the United States.

A particularly influential work, "The World of Odysseus," reflected Mr. Finley's identification with another figure who spent many years wandering before he reached home. In the last years of his life, he returned to the States to receive honorary degrees, and to lecture. On his very first trip back, he lectured at Rutgers, which was honored to receive him. He never again became a full-time member of an American university faculty.

Exiled in Cambridge

Although M.I. Finley's voice was not silenced within the international world of historical scholarship, it was banned from the United States for many years. Who benefited from those years of exile? Certainly his grateful Cambridge pupils, of whom I was one. Certainly not Rutgers, which never again employed an ancient historian of his caliber.

And who suffered? Perhaps not Mr. Finley, who attained a stature within his discipline probably unattainable by any American academic. Those who suffered were the generations of American students who could have learned from his teaching, scholarship and wisdom. Moreover, Mr. Finley's was hardly the only voice silenced during the 1950s, and the absence of those voices was felt throughout the American academic world.

In 1952, even tenure would not have protected Mr. Finley. Many universities gave in to the public paranoia over communism, and fired tenured professors as well. Things are different now, and no university can quite so easily dismiss a tenured professor for politically undesirable views or behavior. State universities that dismiss tenured faculty are vulnerable to lawsuits brought pursuant to 42 U.S.C. 1983, a tool that was unknown and unused in the early 1950s. At the moment there is some justifiable concern over the doctrinal constraints of "political correctness," but the politically incorrect need not fear congressional scrutiny or summary dismissal.

Like "The Odyssey," M.I. Finley's saga ended happily. But the life stories of many other teachers dismissed in the 1950s turned into tragedies. Many never taught again; they could not, as could many blacklisted screenwriters, operate under a pseudonym. When a voice like Mr. Finley's is silenced, even temporarily, the quality of public discourse suffers. If we want public debate that is robust, uninhibited and hospitable to widely diverging points of view, we need academic tenure. Its slow erosion within American universities is a very troubling sign. Tenure does not simply protect the tenured; it protects all of us. ■

(Mr. Epstein, a former assistant U.S. attorney, is head of litigation at New York's Shearman & Sterling.)

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Internet en français : le vocabulaire, la citation des documents électroniques et les caractères accentués

INTERNET EST VENU BOULEVERSER NOS vies, notre façon de travailler et nos méthodes de recherche. Internet a même modifié notre vocabulaire au point de nous obliger à créer de nouveaux mots ou à donner de nouveaux sens à des mots existants. Il ne se passe pas une journée sans que l'on parle de «World wide web», «browser», «chat group», «snail mail», etc. Créé par les Américains, Internet est donc dominé par l'anglais. Les mots manquent aux francophones pour exprimer dans leur langue les tenants et aboutissants d'Internet. Heureusement, des linguistes et terminologues francophones n'ont pas tardé à créer un vocabulaire qui répond aux besoins des internautes. Il existe plusieurs lexiques, glossaires et vocabulaires d'Internet sur support papier ou en ligne, avec définitions, dont vous trouverez quelques références ci-dessous. Voici un petit aperçu des équivalents français les plus usuels du vocabulaire d'Internet :

bookmark, favorite signet
browser navigateur
browsing navigation
channel forum de bavardage
chat séance de bavardage
cracker craqueur; pirate informatique
cross-posting envoi multiple
cyberspace cyberespace
cyberethic néthique; éthique d'Internet
cybernaut internaute; cybernaute
dedicated line ligne dédiée; ligne spécialisée
downloading téléchargement
electronic mail courriel
electronic mail address adresse électronique
FAQ (frequently asked question) foire aux questions (FAQ)
File Transfer Protocol (FTP) protocole FTP
flame propos incendiaires; coup de feu
freeware graticiel; logiciel gratuit
gateway passerelle
home page page d'accueil
host (to) héberger
hypertext hypertexte
hyperlink lien hypertexte
internet site site Internet
link lien
listserv liste de diffusion
mail filter filtre-courtier
message header en-tête de message
net surfing ballade; surf
net surfeur surfeur; surfeuse
newbie cybernovice; internaute novice
news server serveur de nouvelles
newsgroup groupe de discussion
online en ligne; en direct
post (to) poster; afficher
postmaster maître de poste
prompt invite
signature signature
smiley binette
snail mail courrier poste; courrier escargot
web crawler chercheur web
webmaster webmestre; gestionnaire W3

Voici l'adresse de lexiques d'Internet anglais-français en ligne mis à jour régulièrement :

• *Vocabulaire de l'Office de la langue française* : http://www.olf.gouv.qc.ca/service/pages/internet2.html

• *Vocabulaire des télécommunications et des services offerts par Bell Canada* : http://198.235.69.82/bell/eng/library/ glossary/gtit1.htm

• *Glossaire informatique* : http://www.rocq.inria.fr/~deschamp/www/CMTI/LFA.html

• *NetGloss en français* : http://wwli.com/translation/netglos/glossary/french.html

Il existe également des lexiques d'Internet sur support papier :

• *Vocabulaire de l'inforoute*. Fédération canadienne des enseignantes et des enseignants, Ottawa, 1996.

• *Vocabulaire d'Internet*. Office de la langue française, Les publications du Québec, 2e édition, 1997.

Les documents électroniques : comment les citer

Le but d'une référence bibliographique est de retracer un document et elle doit inclure tous les renseignements nécessaires. Or, l'évolution rapide de l'informatique et la prolifération de documents de toute sorte accessibles sur Internet ont modifié la manière traditionnelle de citer les références. D'autres éléments bibliographiques doivent maintenant être ajoutés pour faciliter le repérage d'un document électronique. Il importe donc que la notice bibliographique soit la plus complète possible, qu'il s'agisse notamment d'un document consulté sur Internet, d'un message électronique ou d'une base de données en ligne.

En règle générale, les éléments d'une référence bibliographique complète apparaissent dans l'ordre suivant : l'auteur (personne ou groupe), le titre (article, document ou publication en série), le sujet du message, le type de support, la collation (volume, pagination), la zone d'édition (lieu de publication, nom de l'éditeur), la date (création, mise à jour, consultation) et l'adresse.

Voici comment citer un document consulté sur un site W3 :

• Nom de l'auteur ou de l'organisme en capitales, virgule, prénom, point

• Titre de la page d'accueil ou de l'article, en italique ou souligné, virgule

• Type de support entre crochets (ou entre parenthèses), virgule

• Date de création ou de mise à jour, point

• Adresse URL entre crochets

• Date de consultation par l'usager entre parenthèses

Exemple :
NADEAU, Jocelyn, et René MORIN. *La circulation du français dans Internet*, [En ligne], 10 décembre 1996. [http://w3.cidif.org/naviguer/circulation/partie_1.htm] (14 janvier 1998)

Remarque : S'il y a deux ou trois auteurs, seul le nom du premier auteur est inversé et toujours suivi d'une virgule. Le dernier nom est relié au précédent par *et*.

Voici comment citer une information documentaire tirée d'un message électronique :

• Nom de l'auteur en capitales, virgule, prénom

• Adresse électronique de l'auteur entre parenthèses, point

• Sujet du message en italique suivi du type de support entre crochets

• Adresse électronique de la personne qui reçoit le message entre parenthèses, virgule

• Date d'envoi du message, point

• Quand le message provient d'un tiers, ajouter à la suite de la date d'envoi : Message original, deux-points, sujet du message en italique ou souligné, virgule et auteur du message, point.

Exemple :
CARON, Louise (caron@caut.ca). *Accentuation des textes* [Courrier électronique à Liza Duhaime] (duhaime@caut.ca), 14 janvier 1998.

Le manque d'espace ne permet pas d'énumérer toutes les possibilités de références électroniques. Cependant, un bibliothécaire de l'Université Laval, Rosaire Caron, a établi une méthode simple, mais complète, de citation des documents électroniques. Cette méthode, qui respecte les normes bibliographiques reconnues, peut être consultée en ligne, à l'adresse suivante : [http://www.bibl.ulaval.ca/doelec25.html].

Les caractères accentués dans Internet et le courrier électronique

La norme ISO 8859-1 : Le monde de l'informatique est dominé par l'anglais, inutile de le rappeler. La plupart des protocoles régissant le fonctionnement d'Internet et les serveurs de courrier électronique ont été créés en anglais d'abord à une époque où l'utilisation des caractères accentués n'était pas pratique courante. La norme était l'ASCII, une norme américaine qui ne représentait que l'anglais, le swahili et l'indonésien. Comme cette norme était la plus répandue, la langue anglaise a donc envahi les réseaux informatiques du monde.

Chaque caractère alphanumérique de l'ASCII est représenté par un certain nombre de bits, qui est la plus petite unité d'information assimilable par un ordinateur. Pour les langues sans accents, le maximum de bits par caractère est sept. Cependant, pour représenter un caractère accentué du français, comme le é, il faut huit bits, ou un octet. Par conséquent, les caractères accentués ne passent pas toujours parce qu'ils prennent huit bits alors que les caractères ASCII sont encodés en sept bits.

Pour remédier à ce problème, l'Organisation internationale de normalisation (ISO) a proposé un ensemble de normes appelé ISO 8859. Ces normes représentent dans huit bits la majorité des langues latines et européennes. Le sous-ensemble Latin-1 (8859-1) offre le meilleur ensemble de caractères pour le français car il contient toutes les majuscules et les minuscules ainsi que tous les accents et la cédille, autant sur les majuscules que sur les minuscules. La norme ISO 8859-1 comprend les 127 caractères de l'ASCII et en ajoute 127 autres qui sont codés pour représenter les langues latines et européennes.

On peut se fier à la norme ISO 8859-1. Elle est utilisée par la quasi-totalité des systèmes Unix supportant les caractères huit bits, et notamment par d'autres systèmes comme les terminaux DEC VT220 et postérieurs, les PC sous MS-Windows, et est la norme pour le courrier électronique.

La norme ISO 10646 : Quelques mots sur la norme internationale ISO 10646, qui est un jeu de caractères basé sur 4 octets, ou 32 bits. Cette norme englobe 32 000 sous-ensembles dont Unicode, son premier sous-ensemble. (Unicode est basé sur 16 bits et prend en charge la plupart des langues vivantes du monde.) Elle contient la norme ISO 8859-1 comme un sous-ensemble direct et corrige ses déficiences grâce à la richesse des jeux de caractères proposés. Cette norme est appelée à devenir universelle et plusieurs pays, dont la France, l'ont déjà adoptée.

Un projet de réaccentuation automatique des textes français

Un groupe de chercheurs en informatique et en linguistique de l'Université de Montréal a mis au point une méthode de récupération automatique des accents, *Réacc*, qui réintroduit automatiquement les accents dans un texte qui en est privé. Cet outil vient contrer le phénomène des textes français sans accents, surtout dans le contexte du courrier électronique, et répond d'une certaine manière à l'absence d'une norme internationale suffisamment répandue pour l'encodage des caractères accentués et des signes diacritiques. Il est possible d'essayer Réacc en ligne en consultant le site [http://www-rali.iro.umontreal.ca/ProjetReacc.fr.html]. Le responsable est le professeur Michel Simard dont l'ouvrage sur le même sujet peut d'ailleurs être consulté en ligne sur le même site. ■

ROBINSON, Chantal. «Références bibliographiques (Documents sur support électronique, 2e partie)», *Info-langue*, Les publications du Québec, automne 1997, Bloc-outils, p. 1.

BUREAU DE LA TRADUCTION. *Le guide du rédacteur*, Travaux publics et Services gouvernementaux Canada, 2e édition, 1996, pp. 277 à 280.

CARON, Rosaire. *Comment citer un document électronique?*, [En ligne], 1er décembre 1997. [http://www.bibl.ulaval.ca/doelec25.html] (17 janvier 1998)

NADEAU, Jocelyn, et René MORIN. *La circulation du français dans Internet*, [En ligne], 10 décembre 1996. [http://w3.cidif.org/naviguer/circulation/partie_1.htm] (14 janvier 1998)

YERGEAU, François. *L'art et la manière d'utiliser des accents sur Usenet*, [En ligne], 1995. [http://w3.cidif.org/naviguer/circulation/usenet.htm] (14 janvier 1998)

CENTRE D'EXPERTISE ET DE VEILLE INFOROUTES ET LANGUES (CEVEIL). *La norme ISO 8859-1*, [En ligne], 15 octobre 1995. [http://www.ceveil.qc.ca/Normes/jcaracs0.html] (19 janvier 1998) Extrait du rapport *Normalisation et internationalisation, Inventaire et prospective des normes clefs pour le traitement informatique du français*, par Laurent Bourbeau et François Pinard.

CEVEIL. *La norme ISO 10646*, [En ligne], 15 octobre 1995. [http://www.ceveil.qc.ca/Normes/jcaracs02.html] (19 janvier 1998) Ibid.

SIMARD, Michel. *Réaccentuation automatique de textes français*, Centre d'innovation en technologies de l'information, Laval, Canada, 1996.

Faculty to Strike at Carleton?

FROM PAGE 1

do this again" — an assurance he repeated in subsequent press interviews.

However, six days after senate accepted the president's closure plan, Carleton's public relations office issued a press release indicating there would be no more program closures for financial reasons, but explicitly alluding to "further changes ... for the purpose of internal reallocation ... "

This bolt from the blue was unquestionably at odds with the president's public assurances. CUASA wrote to President Van Loon and asked him to clear the air by making an unambiguous statement that his administration would not seek to close more programs or lay off more academic staff.

CUASA stressed that such an undertaking would be in complete conformity with his earlier assurances and would not require anything beyond that to which he had already committed himself.

The president's initial reply acknowledged those earlier assurances but fell short of the straightforward statement we were seeking. Unfortunately, when CUASA requested clarification, all we got was a lawyerly reply in which the president enjoined "anyone interested" in his earlier assurances to "read them in the full context in which they were given."

In short, faced with the opportunity to make a clear statement, President Van Loon chose to tell Carleton faculty to read the fine print.

On Jan. 16 these developments were reported to a general meeting of the faculty association. The character of the discussion at this meeting showed a high degree of solidarity and commitment over the layoff issue among the association's membership.

A motion was put forward from the floor directing the CUASA executive "to call a strike vote at an appropriate moment if further negotiations on the laying-off of tenured academic staff fail to reach a satisfactory conclusion." The motion was adopted unanimously.

Negotiations will resume soon, and our bargaining team has incorporated the general meeting's motion into CUASA's bargaining position. For legal reasons the association cannot hold a strike vote before April 1. That vote is now inevitable if senior managers persist in their no-compromise stand. ■

(E. Peter Fitzgerald is president of the Carleton University Academic Staff Association.)

UBC & Saint Mary's Negotiate New Contracts

THE UNIVERSITY OF BRITISH Columbia Faculty Association and administration have reached an agreement to provide the first general salary increases since January 1994. After several months of intensive bargaining, the parties reached a four-year settlement covering the period July 1, 1997 to June 30, 2001. The agreement required the approval of the provincial Public Sector Employers' Council (PSEC).

The agreement provides for two general salary increases. In March 1998 all salary scales, including sessionals, will increase by one per cent. In July 2000, there will be a second across the board increase of two per cent. The provincial government salary freeze still applies to members earning over $100,000 a year — they are not eligible for the general salary increase.

The agreement maintains a full career advancement plan, including career progress increments, merit increments and performance salary adjustments. All together, the plan represents 2.5 per cent, with half of the funds going towards career progress and half towards merit and performance adjustments.

The settlement includes a provision for an adjustment fund of $500,000 for 1998-99, which will be used to correct salary anomalies. A Professoriate Retention Fund of $500,000 will be made available in January 1999 so that "excellent performers" may be retained by the university. The agreement also provides a professional development allowance and makes improvements to provisions for sabbaticals.

The new UBC agreement improves terms for sessionals. For example, sessional members of the bargaining unit who teach extra summer session courses will be eligible for benefits including pensions.

A joint committee will identify and address the problems of long-term faculty and librarians who were not eligible to join the pension plan and who now face a "meagre" retirement.

As soon as the provincially-imposed freeze was lifted, universities in Nova Scotia headed into contract negotiations between faculty and administrations. Although most are still in various stages of negotiations, agreements have been reached at some institutions. In January 1998, a new settlement was reached between Saint Mary's University Faculty Union and the administration.

The Saint Mary's negotiations led to changes in collective agreement articles covering intellectual property rights, patents and copyright, and articles on amalgamation, merger, or closure of academic and library programs, among other modifications.

The provincial freeze meant that some of the salary scales set out in the previous collective agreements were never implemented. The new agreement implements the final salary scale, retroactive to November 1997.

This will mean a three per cent increase in pay and the addition of one salary step to the scales for assistant, associate and full professors. In April 1998, there will be a two per cent salary increase. In September 1998 and September 1999 there will be a 2.5 per cent salary increase, with a half-step added to salary scales for all ranks except Librarian I and II.

The agreement brings in changes to stipends and honoraria, introduces stipends or teaching reductions for thesis supervision, and makes improvements to sabbatical leave provisions. Pension contributions will be based on 100 per cent of salary while members are on leave.

Saint Mary's University has also made a commitment to improve fringe benefits, including the establishment of a supplemental pension plan. Discussions about early retirement incentives are ongoing. ■

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Authors of Sequel Have More Attitude than Talent

Petrified Campus: The Crisis in Canada's Universities

David Berenson, Robert Bothwell and J.L. Granatstein, Toronto: Random House of Canada, 1997; 216 pp; hardcover $29.95CA

BY BERNICE SCHRANK
Memorial University of Newfoundland

THIS BOOK ASSERTS THAT GOVERNMENT underfunding, technological change, the unpreparedness of students, the defence of tenure by CAUT, the attack on academic freedom by campus feminists, and the incompetence of most professors, who either publish too little, too much or on the wrong topics, have created a mess in Canadian universities.

If this litany sounds stale, it is. You have read it before in *The Great Brain Robbery*. *Petrified Campus* is a tired sequel devoid of a story line, a cogent argument, even adequate information. The authors rely almost entirely on scattered anecdotes and quotations from recent *Maclean's* campus surveys.

Among many omissions are Bill Reading's *The University In Ruins* with its insightful critique of the rhetoric of excellence and David Noble's brilliant work on the implications and consequences of technological innovation in higher education.

What this book lacks in research, it makes up for in "attitude." This is a mean-spirited work that trivializes what it disagrees with and refuses to acknowledge adequately the work done by others to sustain our academic culture.

In particular, the authors use this work to pursue a vendetta against the policies of CAUT — especially CAUT's support of academic freedom and tenure in Canadian universities.

The authors believe there is no connection between academic freedom and tenure. Tenure for them is the last refuge of the incompetent, and they see incompetence everywhere.

Tenure, they say, does not protect academic freedom. On non-unionized campuses, they trust the pious sentiments of some administrators and academics to ensure academic freedom. On unionized campuses, they rely on contractual obligations to honour academic freedom. Unfortunately, in my opinion, pious sentiments and collective agreements are insufficient guarantors of academic freedom. Both are subject to change and both are responsive to the political climate. Moreover, university administrators have shown an increasing propensity to abrogate faculty collective agreements. There may be a convincing argument to be made that academic freedom does not depend on tenure, but you won't find it in this book.

Toward the end of their work, the three authors provide yet another nasty putdown of the professoriate. "Academics, as a group," the authors advise us, "do not write very well." (166) One way to demonstrate at least the partial truth of this observation is to read this book. ■

(Bernice Schrank is a member of the English department at Memorial University of Newfoundland.)

Élargissement du programme de formation du CNCAE

LORS DE SA RÉUNION DE DÉCembre dernier, le Comité de la négociation collective et des avantages économiques (CNCAE) a décidé d'apporter d'importantes modifications au programme de formation partainé par l'ACPPU.

En premier lieu, la conférence sur la négociation collective, qui se tient en juin, ne traitera que de questions actuelles, comme le fait la conférence sur les griefs et l'arbitrage tenue en hiver. Le CNCAE est en train de mettre au point l'ordre du jour de la conférence de juin et le thème principal portera sur les budgets des universités, l'urgence financière ainsi que l'excédent de programmes. La conférence aura lieu à Ottawa du 19 au 21 juin 1998. Un ordre du jour provisoire sera bientôt disponible.

Pour tenter de s'attaquer au calendrier chargé de négociation et aux besoins distincts des associations, le CNCAE offre plus de formation sur mesure en négociation collective. Cette formation s'adresse aux associations ou à un groupe d'associations d'une région précise qui souhaitent apprendre ou améliorer des techniques de négociation à la table de négociation. Désormais, l'équipe entière de négociation d'une association pourra recevoir une formation personnalisée, ce qui l'aidera à former un esprit de corps et lui donnera plus de cohésion.

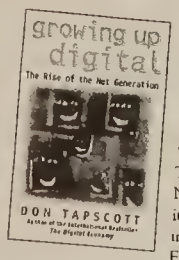
Les ateliers de négociation collective offriront une formation sur tous les aspects de la négociation. Selon la durée des séances, ces ateliers comportent normalement de l'information sur le cadre légal de la négociation collective, un aperçu du processus de la négociation, un exercice de rédaction de clauses et un exercice de simulation d'un jour visant à donner aux participants une expérience pratique de la négociation.

Les séances seront animées par des membres du personnel professionnel de l'ACPPU qui ont de l'expérience en négociation collective. Ces séances personnalisées, qui remplacent la conférence de l'été, seront conçues et programmées en fonction des besoins des associations. Ces nouveaux ateliers sont offerts contre remboursement des frais. Toutefois, l'ACPPU espère pouvoir offrir de la formation sur place à un certain nombre de personnes au même montant en moyenne que ce qu'il en coûterait à une association pour envoyer deux ou trois délégués à la conférence sur la négociation collective d'été.

Le CNCAE a déjà répondu à des demandes de formation sur mesure. D'après les évaluations reçues des ateliers offerts à Moncton et à Halifax, les participants ont aimé échanger de l'information avec des collègues. Ils ont trouvé que les ateliers étaient utiles et qu'ils étaient plus renseignés sur le processus de négociation collective en général. ■

Pour des renseignements supplémentaires, veuillez communiquer avec Christiane Tardif (par courriel à l'adresse tardif@caut.ca) ou avec Pierre Choquette (par courriel à l'adresse choquet@caut.ca), ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2; téléphone (613) 820-2270; télécopieur (613) 820-7244.

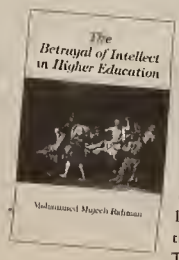
QUICK REVIEWS



Growing Up Digital: The Rise of the Net Generation

Don Tapscott, New York: McGraw-Hill, 1998; 338 pp; hardcover $32.95CA, $22.95US

This book profiles the rise of the Net Generation, which is using digital technology to change the way individuals and society interact. Essential reading for parents, teachers, policy makers, marketers, business leaders, social activists, and others, *Growing Up Digital* makes a compelling distinction between the passive medium of television and the explosion of interactive digital media, sparked by the computer and the Internet. Tapscott shows how children, empowered by new technology, are taking the reins from their boomer parents and making inroads into all areas of society, including our education system, the government, and economy.



The Betrayal of Intellect in Higher Education

Mohammed Mujeeb Rahman, Toronto: OmniView Publishing, 1997; 170 pp; paper $16.95CA

The primary purpose of higher education is the cultivation of intellect for its own sake, not a preparation for a specialized job-market. This book contends that most universities today are failing to fulfill this purpose since they have instituted the kind of academic programs, policies and practices that have actually subverted intellectual life and literacy in academia.

In this expose of some of the sacred cows of academia, the author examines several disturbing trends eroding the spirit of higher education:

- impact of the bureaucratic mind-set on education and scholarship;
- demise of an intellectual climate in academic institutions;
- decline of intellectual literacy in post-secondary education;
- dangers to intellect from specialisms, technology, and post-modern ideologies;
- effects of the "flight from teaching" and the teaching evaluation fad;
- damaging consequences of the publish-or-perish philosophy.

Along with a very readable and fast-paced historical account of some of the major ideas and models that have shaped the design and character of modern university education, *The Betrayal of Intellect* shows the universal nature of liberal education and presents a challenging perspective on the meaning and significance of higher education.

The ideas are controversial and the content provides food for thought to all readers academic and non-academic — who are concerned about the fate of higher education.

Quick reviews are produced from information supplied by publishers.

FREEDOM TO READ WEEK!
February 22 – March 1 1998
Phone (416) 975-9366 Fax (416) 975-1839

FINAL CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees: Academic Freedom & Tenure — one vacancy; Collective Bargaining & Economic Benefits — Person Chairing, two vacancies; Librarians — Person Chairing, one vacancy; and Status of Women — one vacancy. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 1998.

DESCRIPTION OF POSITIONS

The President: Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

The Vice-President: Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

The Treasurer: Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

COMMITTEE MEMBERS

Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties.

Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the Committee between meetings (three per year) including the Status of Women Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties.

TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for persons chairing CAUT standing committees is two years. The term of office for members of CAUT standing committees is three years.

NOMINATION PROCEDURE

Nominations should be sent to:

Professor Gordon Shrimpton
Person Chairing, Elections and Resolutions Committee
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2
Fax: (613) 820-7244

They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4 - 7.

NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: March 1, 1998
- Collective Bargaining and Economic Benefits Committee: March 1, 1998
- Librarians' Committee: March 1, 1998
- Status of Women Committee: March 1, 1998
- All other nominations: March 31, 1998 if possible

DERNIER RAPPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRESIDENTS ET DE MEMBRES DES COMITES PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, la trésorerie et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: un poste au Comité de la liberté universitaire et de la permanence de l'emploi; deux postes au Comité de la négociation collective et des avantages économiques dont celui de la présidence; un poste au Comité des bibliothécaires dont celui de la présidence; et un poste au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1998.

DESCRIPTION DES POSTES

La présidence : La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence : La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

La trésorerie : La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

LES MEMBRES DES COMITÉS

Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devraient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siégent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation de la conférence annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence des Comités permanents est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :

M. Gordon Shrimpton
Président, Comité des élections et résolutions
ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note : les renseignements au sujet du dégagement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4 - 7.

DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi: le 1er mars 1998
- Le Comité de la négociation collective et des avantages économiques: le 1er mars 1998
- Le Comité des bibliothécaires: le 1er mars 1998
- Le Comité du statut de la femme: le 1er mars 1998
- Toutes les autres mises en candidature: le 31 mars 1998 si possible

CLASSIFIEDS
ANNONCES CLASSÉES

ACCOUNTANCY

UNIVERSITY OF WATERLOO — School of Accountancy. Applications are invited for a tenure track position in taxation at the assistant or associate professor rank. The candidate should have a PhD with a specialization in taxation and have a publication record that demonstrates an understanding of, and commitment to, research in taxation. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level tax courses. A sound understanding of the legislative foundations and institutional environment of taxation are necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in tax. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum vitae and arrange for three letters of reference to be sent to Dr. Howard Armitage, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ANIMAL SCIENCE

UNIVERSITY OF MANITOBA — The Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba invites applications for a tenure track position at the rank of Assistant Professor to teach and conduct research in Ruminant Nutrition (Dairy Cattle). Qualifications include: a PhD in ruminant nutrition with a good knowledge and understanding of nutrition models and ruminant metabolism; a record of independent research and scholarly publications; the potential for developing a strong externally sponsored research program in dairy nutrition; demonstrated ability or strong potential for excellence in undergraduate and graduate teaching. Communication and interaction with the Dairy Industry in Manitoba will be expected. The Department of Animal Science is part of the Faculty of Agricultural and Food Sciences which is committed to an interdisciplinary systems approach to both teaching and research. Applicants should be committed to that approach. Salary will be commensurate with qualifications and experience. As of April 1, 1997 the salary range for an Assistant Professor is $40,868.00 to $62,509.00 per annum. The closing date for applications is March 31, 1998. This appointment is subject to final budgetary approval. The position is to be filled effective July 1, 1998. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed primarily to Canadian citizens and permanent residents. Applications including a curriculum vitae, short statement of teaching and research interests and the names and addresses (including phone and fax numbers) of three referees should be sent to: Dr. Bill Guenter, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Phone: (204) 474-9334; Fax: (204) 474-7628; E-mail: wguenter@umanitoba.ca.

UNIVERSITY OF MANITOBA — The Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba invites applications for a tenure track position at the rank of Assistant Professor to teach and conduct research in Nutritional Biochemistry. Qualified applicants must possess: a PhD in Nutritional Biochemistry; a demonstrated record of independent research and scholarly publication; have potential for developing a strong externally sponsored research program in one or more areas of Nutritional Biochemistry relevant to swine, such as carbohydrate chemistry and utilization, protein nutrition and nutrition-immunology interaction; demonstrated ability or potential for excellence in undergraduate and graduate teaching. An ability to communicate and interact with the Swine Industry in Manitoba will be expected. The Department of Animal Science is part of the Faculty of Agricultural and Food Sciences which is committed to an interdisciplinary systems approach to both teaching and research. Applicants should be committed to that approach. Salary will be commensurate with qualifications and experience. As of April 1, 1997 the salary range for an Assistant Professor is $40,868.00 to $62,509.00 per annum. The closing date for applications is March 31, 1998. This appointment is subject to final budgetary approval. The position is to be filled effective July 1, 1998. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. This advertisement is directed primarily to Canadian citizens and permanent residents. Applications including a curriculum vitae, short statement of teaching and research interests and the names and addresses (including phone and fax numbers) of three referees should be sent to: Dr. Bill Guenter, Chair, Search Committee, Department of Animal Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, Canada. Phone: (204) 474-9334; Fax: (204) 474-7628; E-mail: wguenter@umanitoba.ca.

ARCHAEOLOGY

SIMON FRASER UNIVERSITY — Department of Archaeology, Burnaby, British Columbia Canada V5A 1S6; Telephone: (604) 291-3135/4727; Fax: (604) 291-5666. The Department of Archaeology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level at its Burnaby campus. A completed Ph.D. is required. Applicants are expected to teach existing courses and to develop new archaeology courses in the First Nations Studies Programme, to undertake research in First Nations heritage, to be knowledgeable in cultural resource management, to have had direct experience doing co-operative archaeological research with Native peoples, and to be prepared to offer guidance to First Nations students involved in university degree programmes. Salary will be commensurate with qualifications and experience. Applicants should send a statement of their reasons for applying and a short statement (1-2 pages) outlining or summarizing their ideas on the directions of development of First Nations Studies along with their curriculum vitae, and the names of three individuals willing to send letters of reference, to: R. M. Hobler, Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6. e-mail: hobler@sfu.ca. Deadline for applications is March 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principal of equity in employment and offers equal employment opportunities to all qualified candidates. Simon Fraser University would strongly support applications from persons of First Nations origins for this position.

SIMON FRASER UNIVERSITY — First Nations Studies, Archaeology The Secwepemc Education Institute and the Department of Archaeology at Simon Fraser University invite applications for a tenure-track position at the Assistant Professor level at their Kamloops campus. A Ph.D. is required. Applicants are expected to teach undergraduate archaeology and anthropology courses including the archaeology field school; to provide direction for the archaeology program; to undertake research in B.C. plateau heritage; to have had direct experience doing or doing archaeological research with B.C. plateau peoples; and to be prepared to offer guidance to Native students seeking university degrees. Salary will be commensurate with qualifications and experience. Applicants should send a one-page statement of their reasons for applying outlining their ideas on the directions of development of First Nations Studies along with their curriculum vitae, the names of three individuals willing to send letters of reference, to: P. M. Hobler, Chair, Department of Archaeology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Deadline for applications is February 20, 1998. There is an incumbent candidate for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principal of equity in employment and offers equal employment opportunities to all qualified candidates.

BIOCHEMISTRY

UNIVERSITY OF BRITISH COLUMBIA — Biochemistry. Research Associate position in lipid-based drug delivery systems. The successful candidate will be involved in the development of liposomal systems containing anticancer drugs, including antisense oligonucleotides. The position requires a PhD in Biophysics or Biophysical Chemistry with at least 2 years of relevant post-doctoral experience in liposomal drug loading technology, membrane fusion, and intracellular delivery. Further, expertise in fluorescence spectroscopy, microscopy, light scattering, cell culture, and analytical methods would be preferred. The position is available May 1, 1998 at a salary of $30,000 p.a. for two years in the first instance (renewable). Applications should be made to Professor Pieter Cullis, Department of Biochemistry and Molecular Biology, University of British Columbia, 2146 Health Sciences Mall, Vancouver, B.C. V6T 1Z3. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCMASTER UNIVERSITY — The Department of Biochemistry, McMaster University invites applications for a tenure-track faculty position at the level of Assistant Professor. We encourage applications from individuals with strong training in biochemistry and molecular biology, and are especially interested in those whose research interests relate to investigating molecular mechanisms in the general area of gene expression, regulation and/or function in eukaryotic systems. Applicants must have a PhD in Biochemistry or a closely related field, at least two years of post-doctoral experience, and a strong record of research accomplishment. Successful applicants are expected to establish and maintain a vigorous, externally funded research program, and to participate in undergraduate and graduate education. McMaster University offers excellent facilities for biochemistry, molecular biology structural biology and cell biology, and a stimulating research environment that encourages cooperative, multidisciplinary interactions. Applicants should submit a curriculum vitae, a summary of past and current research, a statement of future research plans, and arrange for three letters of reference to be sent to: Dr. John P. Capone, Professor and Chair, Department of Biochemistry, McMaster University, 1200 Main Street West, Hamilton, Ontario L8N 3Z5; Fax: 905-522-9033. Closing date of applications is March 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

BIOCHEMISTRY & MICROBIOLOGY

UNIVERSITY OF VICTORIA — The Department of Biochemistry and Microbiology invites applications for a full-time, tenure-track appointment at the assistant professor level. Preference will be given to candidates with expertise in prokaryotic or eukaryotic signal transduction. Candidates should have completed a minimum of two years of relevant postdoctoral research. The successful candidate will be expected to teach in graduate and undergraduate programs and to establish a vigorous independent research program. Our Department, which is located in a modern well-equipped building, consists of ten full-time faculty members supported by extensive peer-reviewed funding. Applicants should send, by March 31, 1998, a curriculum vitae, together with copies of two recent publications, a short description of future research interests, and the names and addresses of three referees to: Dr. Edward E. Ishiguro, Faculty Search Committee, Department of Biochemistry and Microbiology, University of Victoria, P.O. Box 3055, Petch Building, Victoria, B.C. V8W 3P6 Canada; (FAX: 1-250-721-8855; e-mail: eishuv@uvvm.uvic.ca). Applicants should ask their referees to send confidential reports to Dr. Ishiguro without waiting to be contacted. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

BIOCHEMISTRY, MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF OTTAWA — Chair Department of Biochemistry, Microbiology & Immunology. The Faculty of Medicine at the University of Ottawa seeks a dynamic academic leader as Chair of the new Department of Biochemistry, Microbiology & Immunology. The Department, the result of a merger of the Departments of Biochemistry

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DALHOUSIE UNIVERSITY
Faculty of Law

Dalhousie University, Faculty of Law, invites applications from outstanding scholars for a probationary tenure track/tenure track position to commence July 1, 1998.

Candidates with the following qualifications are sought: an LL.B. degree, and an LL.M. degree or a doctorate; a high level of academic achievement in both; and a demonstrated research record and/or a demonstrated capacity for scholarly research. Practice experience is an asset. The successful candidate will have the ability to teach civil procedure and at least one of the following: evidence, judicial remedies, or trial advocacy.

The closing date for applications is **February 27, 1998**.

Applications, accompanied by a curriculum vitae, copies of university transcripts, and three letters of reference, at least one of which must be an academic reference, should be forwarded to:

Dean Dawn Russell
Faculty of Law
Dalhousie University
6061 University Avenue
Halifax, Nova Scotia B3H 4H9
Phone: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racially visible persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Department of Economics **University of Toronto**

Associate/Assistant Professor
Field Preference is Econometrics

Tenure Stream Appointment

Ph.D. Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization. Appointment effective July 1, 1998; salary commensurate with qualifications.

Interested candidates should write by **March 13, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

British Columbia Centre for Excellence in HIV/AIDS
& The University of British Columbia

EPIDEMIOLOGIST

We are seeking an epidemiologist to join an established multi-disciplinary AIDS research centre in Vancouver, affiliated with the University of British Columbia and St. Paul's Hospital. The British Columbia Centre for Excellence in HIV/AIDS conducts HIV/AIDS research spanning the entire spectrum including basic biomedical, clinical, epidemiological, behavioural and economic research. The incumbent will assume the position of Programme Director-Epidemiology in the Division of Epidemiologic Research.

The individual should have a PhD or MD/PhD in epidemiology with interest and experience in the area of HIV/AIDS; particular experience with the issues of HIV/AIDS in injection drug users will be an asset. S/he will be expected to conduct independent research as well as work collaboratively with physicians, epidemiologists, behavioural scientists, health economists and other scientists in a multi-disciplinary team environment.

A grant tenure-track academic appointment within the Department of Health Care and Epidemiology of the University of British Columbia will be available at a rank and salary commensurate with experience. A comprehensive benefits package will be provided. Participation in teaching programs and departmental committees is expected.

POST-DOCTORAL FELLOWSHIPS

In addition, we are seeking two post-doctoral fellows to join the British Columbia Centre for Excellence in HIV/AIDS, each for a period of 2 years. One fellowship is offered in the area of population health/demography and will focus on studies of the population impact of HIV/AIDS and of the effect of therapeutic advances at the population level. The second fellowship is offered in the area of HIV/AIDS epidemiology and will focus on studies of HIV/AIDS in injection drug users, young gay men and other vulnerable populations.

Candidates should have recently completed a PhD or MD/PhD and be interested in pursuing a research career in the area of HIV/AIDS. Successful applicants will be expected to develop their independent research skills as well as work collaboratively with physicians, epidemiologists, behavioural scientists, health economists and other scientists in a multi-disciplinary team environment.

For each of these 3 positions, UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Interested individuals should send their curriculum vitae, selected reprints, a brief statement of research interests and the names and addresses of four referees to:

Dr. Michael O'Shaughnessy
Director
British Columbia Centre for Excellence in HIV/AIDS
613-1081 Burrard St.
Vancouver, B.C. Canada V6Z 1Y6

Tel: 604-631-5477 Fax: 604-631-5464

Applications deadline is **March 31, 1998**. The anticipated start date is immediate.

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and Microbiology & Immunology, comprises 90 full-time and cross-appointed scientists and has the largest graduate studies enrollment in the Faculty. The Department also is jointly responsible for the undergraduate program in Biochemistry in the Faculty of Science. Applicants should have an outstanding record of achievement and innovation in research and education consistent with three areas of research focus within the new Department; receptor biology, microbial and host resistance and structural biology. Proficiency in both official languages (English and French) is desired. Appointment to the Faculty of Medicine will be made at the appropriate academic rank (Associate or Full Professor). Interested applicants are requested to submit a Curriculum vitae and the names of three references to Dr. Peter Walker, Dean, Faculty of Medicine, 451 Smyth, Ottawa (Ontario) K1H 8M5 Canada by March 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. Women, aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. More information can be obtained at www.uottawa.ca/academic/med.

UNIVERSITÉ D'OTTAWA — Directeur ou Directrice, Département de biochimie, microbiologie et immunologie. La Faculté de médecine de l'Université d'Ottawa est à la recherche d'un chef de file dynamique du milieu universitaire pour combler le poste de directeur ou directrice du nouveau Département de biochimie, microbiologie et immunologie. Le département, qui est le résultat de la fusion du Département de biochimie et du Département de microbiologie et immunologie, comprend 90 scientifiques. C'est aussi le département qui compte le plus grand nombre d'étudiants inscrits aux programmes d'études supérieures de la faculté. Le département est également responsable conjointement du programme de biochimie de premier cycle de la Faculté des sciences. Les candidats et candidates doivent avoir fait preuve d'innovation et avoir fait des réalisations exceptionnelles en recherche et en éducation qui englobent un ou plusieurs des trois domaines de recherche auxquels s'intéresse le département : biologie des récepteurs, résistance microbienne et résistance de l'hôte, et biologie structurale. Le bilinguisme (anglais et français) constitue un atout important. La nomination à la Faculté de médecine se fera au rang universitaire approprié (professeur agrégé ou titulaire). Les personnes intéressées doivent faire parvenir leur curriculum vitae ainsi que les noms de trois références au Dr Peter Walker, doyen de la Faculté de médecine, 451, chemin Smyth, Université d'Ottawa, Ottawa (Ontario), Canada, K1H 8M5, au plus tard le 15 mars 1998. En conformité avec les règles canadiennes de l'immigration, cette offre s'adresse d'abord, mais non exclusivement, aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. On encourage les femmes, les autochtones, les membres de minorités visibles ainsi que les personnes handicapées à présenter leur candidature. Pour de plus amples renseignements, consultez le site Web www.uottawa.ca/academic/med.

BIOLOGY

YORK UNIVERSITY — Department of Biology. Applications are invited for a tenure track appointment at the Assistant Professor level in Animal Physiology commencing July 1st, 1998 (subject to budgetary approval). The successful candidate will be expected to develop a strong research programme in animal physiology and to carry a normal teaching load at the undergraduate and graduate level. Preference will be given to applicants willing to teach fish biology. Applicants should hold a Ph.D. degree and have demonstrated research proficiency through post-doctoral training. The department of biology has research strength in physiology, cell and molecular biology, genetics and population biology. York University is in the thriving cultural centre of Toronto and is ideally located for interaction with many neighbouring Ontario universities. York University is implementing a policy of employment equity, including affirmative action for women; qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should include a curriculum vitae, statement of research interests, statement of teaching philosophy, reprints of recent publications and names of three referees, and be addressed to: Dr. Saber Saleuddin, Chair, Physiology Search Committee, Department of Biology, York University, Toronto, Ontario M3J 1P3, Canada. Closing date for receipt of applications is March 31, 1998.

BUSINESS

YORK UNIVERSITY — Schulich School of Business (formerly the Faculty of Administrative Studies). Applications are invited for tenure-stream positions commencing July 1, 1998 and July 1, 1999. Positions are available in the following areas: Finance; International Business; Accounting; Entrepreneurial Studies/Family Business; Information Technology; and Chair in Marketing. Preferred candidates will be qualified to teach in the PhD, Masters and Undergraduate programs; possess a completed doctorate; provide evidence of effective teaching; and have a commitment to scholarly research and publication. Salary and benefits are competitive. Rank may vary by area; salary is negotiable. These positions are subject to budgetary approval. Applications, along with a CV, should be sent to: Dezso Horvath, Dean, Schulich School of Business, York University, 4700 Keele Street, North York, Ont. M3J 1P3. Applications will be accepted until positions are filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCMASTER UNIVERSITY — Faculty of Business. The Michael G. DeGroote School of Business invites applications for three tenure-track positions at the assistant professor level, commencing July or September, 1998, in the following areas: Health Services Management with teaching capabilities in Marketing or Strategy; Management of Innovation/Technology with teaching capabilities in Marketing or Strategy; Human Resources Management/Organizational Behavior with teaching capabilities in the Management of Innovation/Technology; Telecommunications/ Electronic Commerce/Information Systems, Finance with expertise in one or more of the following areas: micro structures, financial markets, derivatives, computational finance, international finance. One's PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in teaching and research. Breadth in teaching capabilities is a distinct advantage. Duties include research (McMaster is a "research intensive university") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications, which should contain a CV and names of at least three references, should be mailed to: Dr. David W. Conrath, Dean, Michael G. DeGroote School of Business, McMaster University, Hamilton, Ontario L8S 4M4; [email address:<conrath@mcmaster.ca>]. McMaster University is committed to employment equity and encourages applications from all qualified candidates including, aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants will be considered until the positions are filled, but it is strongly recommended that they arrive no later than March 31, 1998.

UNIVERSITY OF NEW BRUNSWICK — NORTELUNBSJ. Northern Telecom Limited and the Faculty of Business at the University of New Brunswick invite applications for a Professorship in Electronic Commerce. This position is designed to enhance the Major in Electronic Commerce in the BBA program, the electronic commerce stream in the MBA program, and joint research projects with the Electronic Commerce Centre. The successful candidate will hold a doctorate in an established business discipline with a study concentration and/or research base in electronic commerce. Candidates holding a Masters degree with appropriate business experience in electronic commerce may be considered. This position is subject to final budgetary approval. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to Professor Eileen Pike, Acting Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John N8, E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

QUEEN'S UNIVERSITY, School of Business invites applications for tenure track positions in the following areas: management information systems; operations management/strategy; policy, and, financial accounting. Candidates must have a PhD or be near completion. The level of appointment is open and the positions are subject to final budgetary approval. We are especially interested in outstanding teachers who also have demonstrated research potential. Appointees have access to substantial internal funding through the School of Business Research Program. The School of Business has an acknowledged reputation in executive education and in degree programs including: innovative, privatized MBA studies, our flagship undergraduate Commerce program; a new Master's of Science in Management; and our respected PhD. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In all cases, salary will be commensurate with qualifications and experience. The effective date for each appointment is July 1, 1998. Applications will be accepted until the positions are filled and should be submitted to Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario K7L 3N6 [fax: (613) 545-2013] [e-mail: miklasw@qsilver.queensu.ca].

CINEMA

CONCORDIA UNIVERSITY — The Faculty of Fine Arts, Department of Cinema announces a Limited Term Appointment in Film Production at the level of Assistant Professor, for the period of August 1, 1998-May 31, 1999. The successful applicant will teach 18 credits in undergraduate courses concentrated in Sound and Music for Film. The incumbent will also be asked to assist in restructuring current curriculum in the area of Sound for Film in order to develop musical and compositional components. They will develop and teach a new course in "Music for Film" to be offered concurrently by both the Departments of Cinema and Music. Candidates should have an MFA or equivalent in Sound Design, an educational background in music, experience in composing music for film and previous teaching experience. Bilingualism will be considered an asset. Extensive experience in sound design, sound and music editing, location recording and location and studio mixing in the commercial and independent film sectors are expected. Application deadline is March 27, 1998. Please send curriculum vitae and a letter of application, together with three names of references to: Film Production Search Committee, Sound and Music for Film, Concordia University, 1455 boul de Maisonneuve W., Montreal, Quebec H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

COMMERCE

UNIVERSITY OF SASKATCHEWAN — College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing and Organizational Behaviour. A PhD or equivalent and strong research interests are required for permanent positions. Masters and professional credentials are acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Canadian citizens who are qualified and available to work in the above areas will be given priority. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please send resumes to: V. Lynne Pearson, Dean, College of Commerce, University of Saskatchewan, 25 Campus Drive, Saskatoon, SK S7N 5A7.

COMPUTER SCIENCE

UNIVERSITY OF PRINCE EDWARD ISLAND — Computer Science. The Department of Mathematics and Computer Science invites applications for a tenure-track position in Computer Science at the Assistant Professor or Associate Professor level effective July 1, 1998. Candidates should hold a PhD in Computer Science and demonstrate a strong commitment to undergraduate teaching. Duties will include teaching undergraduate courses in computer science and developing/maintaining an appropriate research program. Applications in all areas of research will be considered, and the Department is particularly interested in persons with expertise in databases or theory/compilers. Applicants must arrange for three (3) letters of reference to be sent directly from referees. The closing date for applications is March 16, 1998. This position is subject to final budgetary approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications including curriculum vitae and evidence of teaching ability should be forwarded to: Professor K.W. Sulston, Chair, Department of Mathematics & Computer Science, University of Prince Edward Island, S50 University Avenue, Charlottetown, Prince Edward Island, Canada, C1A 4P3; Telephone: (902) 566-0508; E-mail: SULSTON@UPEI.CA; fax: (902) 566-0466; Homepage: http://www.math-cs.upei.ca/.

UNIVERSITY OF CALGARY — The Department of Computer Science at the University of Calgary has a tenure-track position available at the Assistant Professor level beginning in Fall 1998. Candidates in applications and systems areas such as compilers, networks, operating systems, distributed systems, HCI, multimedia and image analysis are of special interest, but outstanding candidates from other areas will also be considered. The ability to contribute to strong instruc-

OKANAGAN UNIVERSITY COLLEGE

College Professor

English

Kelowna Centre

Okanagan University College is a comprehensive University College offering a range of undergraduate degree, diploma, vocational, developmental, career, health and technical programs. Following seven years of partnerships with the University of British Columbia and the University of Victoria, OUC began to offer degree programs as an independent degree granting institution commencing in the Fall of 1996. OUC operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with the degree completion programs concentrated in Kelowna.

The Department of English in the Faculty of Arts and Education requires a College Professor to teach upper level courses in the areas of History and Structure of the English Language and Professional Writing, as well as first and second year English Composition and Literature and service courses.

Required qualification is a Ph.D. in the discipline or equivalent, a research agenda, and university level teaching experience.

This is a full-time continuing position effective August 4, 1998.

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience.

Please submit a curriculum vitae and the names, addresses and telephone numbers of three referees, by **March 15, 1998** to: **Competition No. 02FAC98, Employee Relations Division, Okanagan University College, 1000 KLO Road, Kelowna, BC V1Y 4X8. Applications may also be faxed to: (250) 862-5475.**

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

ASSISTANT PROFESSORS
Fred C. Manning School of Business Administration

ACADIA UNIVERSITY

The Fred C. Manning School of Business Administration at Acadia University invites applications for the following two positions at the rank of Assistant Professor up to Grid Step 4, effective on or after July 1, 1998.

Position (#30122) is a two-year term position (with the possibility of renewal) to teach **Business Communications** (writing, oral presentations skills). The completion or near completion of a PhD is preferred in Communications, English or Business. Required competencies also include the knowledge of communication theory, superior command of English (including grammar), copy editing skills, superior communication skills, teaching experience, and business experience. The successful candidate will develop a new course entitled Business Communications based on a structured syllabus with common reading, writing, tests and laptop lab activities.

Position (#30119) is a tenure track position to teach in the areas of **Management Information Systems and Accounting**. A PhD, completed or close to completion is expected. As much of the instruction in the School is accomplished in a team environment, flexibility to teach different subject areas is a necessity. The successful candidate will demonstrated a commitment to teaching and is expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to business, and offers faculty and students extensive opportunities for project work in the business environment

Deadline for applications is **15 February 1998**. Letters of application with a recent curriculum vitae and the names of three references should be sent to: **Dr. Stephen Ash, Director, Fred C. Manning School of Business Administration, Acadia University, Wolfville NS B0P 1X0. Telephone: (902) 585-1216; facsimile: (902) 585-1085, E-mail: stephen.ash@acadiau.ca.**

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. The successful candidates are expected to integrate this technology into their courses where relevant.

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

Acadia University reserves the right not to fill these positions or to fill these positions at levels different from the advertised levels or terms.

Wolfville
Nova Scotia

UNIVERSITY OF SASKATCHEWAN

Department Head

Department of Educational Psychology & Special Education

The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan, is seeking applications for a department head at the minimum rank of Associate Professor (subject to approval). The head would have to meet tenure standards in either Educational Psychology or Special Education; an earned doctorate in education counselling, development, measurement and evaluation, or special education. The candidate should have an acknowledged record as an instructor, a significant research record, and qualify for teacher certification in the province of Saskatchewan. Administrative experience in a university setting is desirable. Responsibilities will include administration of the new department, with expectations to lead faculty in new and challenging directions, graduate and undergraduate teaching, research and/or practice of professional skills, and extension and public service. Salary is commensurate with qualifications and experience at the Associate or Full Professor rank. The appointment is effective July 1, 1998. Applications should be accompanied by a curriculum vitae and the names of three references. The Department of Educational Psychology and Special Education is a newly formed department, resulting from amalgamation and two existing departments. This department, with an established academic record, contains 15 tenured faculty. Responsibilities of the department include teaching in the graduate and undergraduate programs, supervision of College practica, research and scholarly work, practice of professional skills, and extension and public service. The department has 100 students enrolled in diploma or master's programs, with a special case doctoral program. The College of Education has 1600 undergraduate students and 500 graduate students, many who complete off-campus programs. The University is committed to employment equity. Members of the designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. In accordance with Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to Dr. K.G. Jacknicke, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1. Phone 306 966 7647; Fax 306 966 7624; e-mail: Jacknicke@admin.usask.ca. Closing date for applications: April 15, 1998.

tional programs, both at the graduate and undergraduate level, while contributing to a growing research program, will be the primary basis for selection of candidates. A PhD in Computer Science or a related discipline is required. The Department offers programs leading to the Bachelors, Masters and PhD Degrees. It also offers a Master's Degree with a specialization in Software Engineering offered jointly with the Department of Electrical and Computer Engineering in the Faculty of Engineering. Further information about the Department can be found at www.cpsc.ucalgary.ca. Applicants must submit a curriculum vitae and the names and addresses of three individuals who would provide references to Dr. Ken Loose, Head, Department of Computer Science, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4, (email: loose@cpsc.ucalgary.ca). Applications will be accepted until February 28, 1998 or until suitable candidates are selected. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

BROCK UNIVERSITY — The Department of Computer Science (http://www.cosc.brocku.ca) invites applications for two tenure-track positions at the assistant professor level to commence July 1, 1998, pending final budgetary approval. Although experience in any of the general areas of networks, artificial intelligence, human-computer interfaces, human factors and delivered learning would be an advantage, qualified candidates in all areas of the discipline are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business. Faculty research currently focuses on networks, parallelism, programming languages and topics in artificial intelligence. Faculty also supervise graduate students through an arrangement with the University of Guelph. The Department is served by a network of Silicon Graphics systems, and Macintosh and PC-compatible microcomputers. Applicants should have a PhD in computer science or a related discipline and are expected to establish a productive research program and to assume a normal range of teaching duties in the Department. Applications should include a curriculum vitae, a detailed research plan and a statement of equipment needs. Candidates should have three referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer and is committed to a positive action policy, aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applications will be accepted until February 28, 1998. Prof. E.E. Radue, Chair Department of Computer Science, Brock University, St. Catharines, Ontario, Canada L2S 3A1; e-mail secretary@cosc.brocku.ca.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA — Department of Computing Science Applications are invited for two tenure-track positions at the Assistant Professor level as part of a planned expansion of the Department. Applicants are sought in multimedia systems, an area of expansion, and database systems and computer vision or image processing, areas of existing department strength. Outstanding candidates in other areas and at more senior ranks will also be considered. The successful candidates should have a strong software systems background. Responsibilities for all positions include research as well as teaching at both the graduate and undergraduate levels. Excellent support is provided to the successful applicants for establishing their research programs. The Department consists of 35 academic and 23 support staff, and offers a graduate program with approximately 100 MSc and PhD students. Our goal is to have a graduate program that is among the best in North America. Current computer equipment consists of a network interconnecting several multiprocessor Sun and SGI servers. A very well-equipped image systems laboratory was recently created in cooperation with and the support of HP. The Department is well connected via the Campus FDDI network to the remainder of the Campus units and the Internet. Experimental ATM network connections are available for research projects. There are well supported research laboratories in: algorithmics, artificial intelligence, cognitive science, communication networks, computer graphics, computer vision and robotics, database, parallel and distributed systems, and software engineering. A multimedia research lab was recently established and a multimedia research institute is proposed. The salary offered will be commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhDs should include a copy of their transcript. Applications will be accepted until March 1, 1998 with employment commencing on July 1, 1998. To discover more about our department, please visit http://www.cs.ualberta.ca/. Please send applications to: Dr. Paul G. Sorenson, Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. E-mail: sorenson@cs.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COUNSELLING

UNIVERSITY OF LETHBRIDGE — Addictions Counselling Program. Applications are invited at the rank of Assistant Professor for a three year term appointment in the Addictions Counselling Program, effective July 1, 1998, or earlier if possible. Requirements are an earned doctorate (or close to completion) in the health or social sciences and demonstrated involvement in some combination of clinical work, teaching and research in the field of addictions. The successful candidate will have a strong commitment to clinical teaching and research as well as demonstrated potential for excellence. Responsibilities will include supervision of student internships and developing and teaching courses in advanced counselling, research methods, ecology of addictions, and mental health, as well as series courses on specific addictive disorders and special populations. The Addictions Counselling Program was established in 1996 as a four year collaborative degree program offered jointly by the University of Lethbridge and Medicine Hat College. The program has been funded for an initial period through the Alberta Advanced Education and Career Development Access Fund. The first two years are offered at Medicine Hat College and the last two years at the University of Lethbridge. The program provides students with the practical and theoretical knowledge needed for treatment, prevention and health promotion involving individuals, families and groups. A range of addictions are covered in the program, including problem gambling, substance abuse, and sexual or eating disorders. Graduates will be prepared to work in a variety of agencies and settings that serve individuals, families and communities. The program is supported by an addictions library collection including 40 journals and more than 4,000 reference texts. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada. The University is an equal opportunity employer and offers a non-smoking environment. The closing date for applications is March 27, 1998. Applicants should submit a letter of application, including a curriculum vitae, transcripts, and the names and contact information for three referees (as well as e-mail addresses where available) to: Una Ridley, Dean, School of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. E-mail: una.ridley@uleth.ca. Phone: (403) 329-2699; Fax: (403) 329-2668.

DANCE

YORK UNIVERSITY — The Dance Department, Faculty of Fine Arts, invites applications for a full-time, 9 month contractually limited teaching position at the Assistant Professor level, effective September 1, 1998 to May 31, 1999. (Subject to budgetary approval by the University). The preferred candidate will have sustained performing, choreographic and teaching experience in modern dance. Applicants should hold a relevant degree in dance or equivalent professional qualifications. Teaching experience in a university dance program is preferred. Responsibilities of the position may include regular choreography assignments for the York Dance Ensemble and for dance concerts. The successful candidate may be asked to teach technique, repertory and/or composition to all levels of undergraduate dance majors, various dance forms to non-majors, and generally contribute to the creative, artistic and scholarly goals of the Department. Additional responsibilities will include service on committees, administrative assignments, student advising and curriculum assessment. Application deadline: March 2, 1998. Salary commensurate with experience and qualifications. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit letter of application, curriculum vitae and three letters of reference to: Norma Sue Fisher-Stitt, Chair, Department of Dance, Faculty of Fine Arts, York University, Room 240, Centre for Fine Arts, 4700 Keele Street, North York, Ontario, M3J 1P3

DRAMA

UNIVERSITY OF ALBERTA — Department of Drama. Applications are invited for a tenure-track position in Voice at the floor of Assistant Professor level, 1997/98 ($37,490), dependent on appropriate funding for a July 1, 1998 appointment. The successful candidate will be expected to teach voice, speech and text interpretation in the BFA professional Acting and BA Drama programs. Ability in dialects and/or singing, as well as acting, mask, or improvisation, etc., as well as the capacity to supervise at the graduate level, would be an asset. Requirements: An MFA degree in theatre or its equivalent in professional training and/or experience; experience in teaching and coaching for the profession; professional theatre experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letters of application with full curriculum vitae should be sent to: David Barnet, Chair, Department of Drama, 3-146 Fine Arts Building, University of Alberta, Edmonton, Alberta, T6G 2C9. Phone: (403) 492-2274, Fax: (403) 492-9156, e-mail: david.barnet@ualberta.ca. Applicants should arrange for three confidential letters of reference and academic transcripts (if appropriate) to be sent to the above address. Deadline for applications is March 1, 1998. For a copy of the full job description of this vacancy, please contact the department or consult the home page at: http://www.ualberta.ca/~drama/. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ECONOMICS

TRENT UNIVERSITY — The Department of Economics, Trent University, invites applications for a tenure track appointment at the rank of Lecturer/Assistant Professor, commencing 1 July, 1998, (subject to budgetary approval). Responsibilities include research and undergraduate teaching, particularly in the field of econometrics, and one or more of the following areas of specialization: international economics, history of economic thought and Canadian economic history. Applicants for this position should have a doctorate or be near completion. Salary and rank are negotiable in accordance with qualifications and experience. Trent University is an Employment Equity Employer, and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae along with the names of three referees to Professor Saud Choudhry, Chair, Department of Economics, Trent University, Peterborough, Ontario, K9H 7B8 by March 31, 1998. Applications can be faxed to (705) 748-1567, or e-mail Schoudhry@Trentu.ca.

BROCK UNIVERSITY — The Department of Economics at Brock University invites applications for a nine-month limited term appointment, effective August 15, 1998, subject to final budgetary approval. A completed PhD is preferred, in which case the appointment will be at the rank of Assistant Professor. In the case of a candidate without a completed PhD, the appointment will be at the rank of Lecturer. The appointee will be expected to have demonstrated teaching ability and scholarly potential in labour economics and microeconomics. In addition to undergraduate teaching, the successful candidate will be expected to be engaged in independent research and scholarly activities and to participate in the affairs of the department. Applicants should submit, by April 3, 1998, a letter of application together with curriculum vitae, reprints or preprints of published work, the names and addresses of three references, and teaching evaluations or other evidence of teaching ability to: Professor Joseph Kushner, Chair of the Recruitment Committee, Department of Economics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

UNIVERSITY OF ALBERTA — Faculté Saint-Jean. Un poste de professeur(e) adjoint(e) en Sciences économiques conduisant à la permanence est dont l'entrée en fonctions est le 1er juillet 1998. Le doctorat et une excellente formation en théorie microéconomique et macroéconomique sont exigés, ainsi qu'un programme de recherche actif en économie canadienne. La personne engagée devra enseigner les cours d'introduction à l'économie et les cours de théorie microéconomique et macroéconomique; le reste de la charge variera selon la spécialité de la personne choisie. Faculté de langue française au sein d'une université de langue anglaise, la Faculté Saint-Jean offre les diplômes suivants: BA, BAA (conjointement avec la Faculty of Business), BEd, BSc et MEd. La personne engagée travaillera dans le cadre du BA et du nouveau BAA bilingue (le premier au Canada). Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Un curriculum vitae détaillé avec les noms de trois répondants doivent être envoyés au plus tard le 16 mars 1998 à: Madame Claudette Tardif, Doyenne, Faculté Saint-Jean, University of Alberta, B406 rue Marie-Anne Gaboury, Edmonton AB T6C 4G9 Télécopieur: 403-465-8760. L'University of Alberta respecte le principe d'équité en matière d'emplois. Comme employeur, elle favorise la diversité dans le milieu de travail et encourage les candidatures de toute personne qualifiée, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres des minorités visibles.

EDUCATION

MCGILL UNIVERSITY — The Department of Educational Studies invites applications for a tenure-track position in school-based educational leadership and some combination of educational policy, curriculum studies, and school improvement. The person appointed will carry out school-based research and teach graduate courses in their area of specialization, and will also teach at least one course in the undergraduate program. As well, they will be expected to supervise master's and doctoral students; and B.Ed. students during the practicum. An appropriate record of research and some school-based work experience are required. A knowledge of French would be highly desirable. In accordance with Canadian immigration requirements, initial priority will be given to Canadian citizens or permanent residents of Canada. McGill University supports employment equity, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. The expected date of appointment is September 1998, and applications will close May 31, 1998. Letters of reference should be accompanied by a curriculum vitae and the names of three referees. They should be sent to: Dr. Lynn Butler-Kisber, Search Committee, Department of Educational Studies, McGill University, 3700 McTavish Street, Montreal, QC, H3A 1Y2 (Fax 514-398-4529).

ENGINEERING

UNIVERSITY OF OTTAWA — The Department of Mechanical Engineering invites applications for two tenure track faculty positions at the assistant professor level. (One appointment at the associate level may be possible for an exceptional candidate). Candidates must hold a PhD in Mechanical Engineering or a related discipline, and show evidence of strong research potential and the ability to teach effectively. One position is available in the general area of solid mechanics, design, materials, manufacturing, or mechanical systems. The other position is in the general area of fluid mechanics, heat transfer and thermal engineering. Candidates for both positions must be bilingual, and will be expected to teach in both French and English. The duties include the teaching of undergraduate and graduate courses, the development of a strong research programme, the supervision of MASc and PhD students, and service to the Department. Applicants should have a high degree of proficiency in the use of computers in their field, and should be eligible for registration as Professional Engineers in the Province of Ontario. As Canada's high-technology capital, the Ottawa region offers unique opportunities for collaboration with the microelectronics and telecommunications manufacturing industries as well as with government laboratories. Applications, including a curriculum vitae and the names and addresses of at least three referees, should be sent to Dr. W. Hallett, Chair, Department of Mechanical Engineering, University of Ottawa, Ottawa, Ontario, K1N 6N5. The Department intends to fill these positions by 1 July 1998, subject to funding, and the closing date for applications is 15 April 1998. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA — Le département de génie mécanique recherche deux personnes pour combler deux postes au rang de professeur(e) adjoint(e) menant à la permanence. (Un poste de professeur(e) agréé(e) pourrait s'avérer disponible pour un(e) candidat(e) exceptionnel(le)). Les candidat(e)s doivent détenir un doctorat en génie mécanique ou d'une discipline similaire, démontrer un fort potentiel pour la recherche et la capacité d'enseigner efficacement. Un des postes relève du domaine de la mécanique des solides, conception, matériaux, fabrication, ou système mécaniques. L'autre relève du domaine de la mécanique des fluides, du transfert de la chaleur et du génie énergétique. Les candidat(e)s pour ces deux postes doivent être bilingues et seront appelé(e)s à enseigner en français et en anglais. Les tâches consisteront à enseigner aux niveaux des 1er, 2e et 3e cycles, à développer un fort programme de recherches, à superviser des étudiants à la

New president sought

St. Peter's College, a junior college affiliated with the University of Saskatchewan, seeks a president. St. Peter's College offers first-year university classes in all disciplines and advanced courses in English, sociology, history, psychology, philosophy and the fine arts. The college is intimately associated with the Benedictine monks of St. Peter's Abbey on whose rural grounds the buildings stand.

The president will be responsible for: recruiting students; fund raising; developing long-range plans; preparing budgets; working with the University of Saskatchewan and the provincial government; fostering relations with the monastic community and the faculty association and representing the college in the community at large. St. Peter's College has established a Centre for Rural Studies and Enrichment; the new president will take a strong interest in this endeavour. She or he will work collaboratively with a faculty that is committed to teaching through personal interaction with students, as well as with staff, the administrative council and the student body. A PhD in one of the liberal arts is desirable, as is experience in administration. The college seeks a president who loves to teach.

It is preferred that the president be a Catholic. He or she will be prepared to reside in the Humboldt area. Humboldt, an active and growing community, has a wide range of cultural and recreational opportunities.

The period of appointment will be a five-year renewable term. The deadline for application is March 16, 1998. Please have forwarded by this date your curriculum vitae, three letters of reference and a two-page statement of your vision of the leadership role you could bring to this small, innovative, liberal arts Catholic college. (For more information on the college, please connect with our web site: http://www3.sk.sympatico.ca/sain/index.html)

The salary for this position is negotiable.

Search Committee Chair/ St. Peter's College/ Box 10/ Muenster, SK S0K 2Y0

Simon Fraser University
Dean of Continuing Studies

Simon Fraser University invites application from/nominations of candidates suitably qualified for appointment as Dean of Continuing Studies. Reporting to the Vice-President, Academic, the Dean of Continuing Studies supervises approximately 80 professional and support staff responsible for the delivery of the University's continuing education programs at Simon Fraser's Burnaby and Harbour Centre campuses, at regional locations within British Columbia, through distance education, and internationally. With an annual budget of ca. $9 million, Continuing Studies provides certificate, diploma, professional and degree accreditation programs, and a wide variety of community-focused credit-free extension programs, for a diverse population of life-long learners comprising about 15% of SFU's FTE undergraduate students.

The successful candidate will have several years' experience in continuing studies and a proven track record as an innovative, entrepreneurial leader with a demonstrable interest in problems of access, community scholarship, life-long learning, international development, and the social, cultural and intellectual mission of a major metropolitan university. A PhD in an appropriate academic discipline and the qualifications for a joint appointment, at least as an Associate Professor, in a cognate academic department, are desirable. Salary and rank (or professional job placement) are negotiable. Appointment to commence September 1, 1998.

Applications and nominations, accompanied by a full curriculum vitae or résumé and the names of three referees, will be received no later than **March 15, 1998**, by: **Dr. David Gagan, Vice-President, Academic, Simon Fraser University, Burnaby, British Columbia, V5A 1S6**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and residents of Canada.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Further information about the University can be found on the World Wide Web at http://www.sfu.ca.

Université de Regina
Professeur(e) adjoint(e) en éducation

POSTE

Le programme du Baccalauréat en éducation cherche un.e professeur.e-adjoint.e en éducation pour remplir un poste pouvant mener à la permanence.

Ce programme offre une formation en pédagogie pour ceux et celles qui se dirigent vers l'enseignement de la maternelle à la 12e année dans les écoles francophones, d'immersion et le français de base. Ce programme fait partie intégrante des programmes offerts par la Faculté d'éducation de l'Université de Regina, une université anglophone qui offre un enseignement et certains services en français.

RESPONSABILITÉS

Les responsabilités du poste comprennent: (1) l'enseignement en français, (2) la participation au développement du programme, (3) la recherche, et (4) la supervision de stagiaires.

SALAIRE

Fourchette de salaire: 40,019 - 62,027 $, négociable selon les qualifications et l'expérience.

EXIGENCES

Doctorat de préférence en éducation. Bilingue avec une forte compétence en français.

CHARGE ET TÂCHES D'ENSEIGNEMENT

Selon sa spécialisation et son expérience, la personne choisie aura à enseigner principalement dans les domaines suivants de la psychopédagogie: jeune enfance, l'adolescence, apprenant ayant des besoins spéciaux, et mesure et évaluation.

ENTRÉE EN FONCTION

le 1er juillet 1998

Les nominations seront sujettes à l'approbation finale du budget.

Les demandes devront être accompagnées d'un curriculum vitae et de trois références.
Elles doivent être adressées avant **le 20 mars 1998** à: **Monsieur Michael Tymchak, Doyen, Faculté d'éducation, Université de Regina, Regina, Saskatchewan, S4S 0A2; Télécopieur: (306) 585-4880**

Selon les exigences du Ministère canadien de l'immigration, cette annonce vise les citoyennes et citoyens canadiens et les résidentes et résidents permanent.es. L'Université de Regina respecte les principes de l'équité en matière d'emploi.

maîtrise et au doctorat et de participer aux activités du département. Les candidat(e)s doivent posséder une forte compétence dans l'utilisation des ordinateurs dans leur domaine et être admissibles à l'Association des ingénieurs professionnels de l'Ontario. La ville d'Ottawa est la capitale de la haute technologie au Canada, et offre une chance unique de collaborer avec les secteurs de micro-électronique et de télécommunication et avec les laboratoires gouvernementaux. Les personnes intéressé(e)s doivent faire parvenir leur curriculum vitae et des noms et adresses de trois références à l'adresse qui suit: Monsieur W. Haflett, Directeur, Departement de génie mécanique, Université d'Ottawa, K1N 6N5. Le département a l'intention de combler ces postes le 1er juillet 1998. Ces postes sont assujettis aux approbations budgétaires. Le departement acceptera des candidatures jusqu'au 15 avril seulement. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent.

UNIVERSITY OF ALBERTA — School of Mining and Petroleum Engineering Assistant/Associate Professor. Applications are invited for a full time tenure-track position in Mining Engineering. The appointment is intended to start on July 1, 1998. Candidates should have a good general background in mining engineering and operations and have extensive experience and knowledge in rock mechanics and strata control as applied to surface and underground mining. Candidates should have strong complementary interests in geological engineering, mine methods and operations, project management and trends in engineering education. Candidates should have a Bachelor's degree in mining, civil, or geological engineering and a Doctorate degree in mining related geotechnical engineering; rock mechanics; strata control; etc. The successful candidate will preferably have mining industrial experience and good contacts within the industry, will have good communication and presentation skills, and have strong leadership capabilities to help continue development of the mining program and to foster close cooperation with the Mining Industry. The successful candidate will be expected to obtain and maintain registration as a Professional Engineer in Alberta. The intention is to make the appointment at the Assistant/Associate Professor level. The current salary ranges are: Assistant Professor $39,409 to $55,882; Associate Professor $49,052 to $70,124 The faculty member will be required to teach undergraduate and graduate courses in mining engineering, supervise graduate students and carry out an active research program in their area of specialization. The successful candidate must have an established research and publication record and be able to demonstrate their ability and willingness to conduct research in cooperation with the mining industry, and to publish scholarly research. The School of Mining and Petroleum Engineering is supported by a very strong and active Mining Industry Advisory Committee which provides advice, support and financial assistance to the teaching and research programs. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae, including employment history, a statement concerning research and teaching interests, and names of at least three referees to: Director, School of Mining and Petroleum Engineering, Department of Civil and Environmental Engineering, University of Alberta, Canada, T6G 2G7. Tel: (403) 492-3810, Fax: (403) 492-3409, E-mail: ian.muirhead@ualberta.ca, Home page: www.civil.ualberta.ca. Application deadline is March 16, 1998 The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — Department of Civil Engineering. Faculty Position - Construction Engineering and Management. The Department of Civil and Environmental Engineering at the University of Alberta invites applications for a tenure-steam faculty position in the area of Construction Engineering and Management to commence July 1, 1998. Our preference is to appoint at the Assistant or Associate Professor rank. Candidates must have a strong research interest in construction engineerimg and management, hold a doctoral degree in Civil Engineering or equivalent, and have a demonstrated commitment to teaching and research in the university. Applicants from all areas related to Construction and Engineering Management will be considered and industry experience will be deemed an asset. The successful candidate will be expected to conduct research and supervise graduate students in his or her fields of interest, teach postgraduate and undergraduate courses in Construction Engineering and Management, and assist in the teaching of other engineering courses at the undergraduate level. The University of Alberta, founded in 1908, is one of the largest universities in Canada with 25,000 undergraduate and 4,000 graduate students. The Construction Engineering and Management program has more than 20 graduate students and 4 full-time faculty members. The program houses the NSERC/Alberta Construction Industry Research Chair in collaboration with over 50 construction companies. Two research associates and administrative support staff complement the four full-time faculty. The University is situated in the heart of Edmonton on the banks of the North Saskatchewan River. Edmonton has a population of 700,000, offers a diverse array of cultural and sporting activities year round, and has one of the lowest cost of living in Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae including employment history, a statement concerning research and teaching interests, and names of at least three references to: Dr. T.M. Hrudey, Chair, Department of Civil and Environmental Engineering, University of Alberta, Edmonton, Alberta, T6G 2G7. Tel: (403) 492-7620, Fax: (403) 492-0249, website: www.civil.ualberta.ca. Application deadline is February 28, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CONCORDIA UNIVERSITY —The Department of Mechanical Engineering is seeking applications for a full-time tenure track faculty position at the Assistant or Associate Professor level starting June 1998. The Department offers B.Eng., M.Eng., M.A.Sc., and PhD programs and has a well established and well funded faculty research activity. The Department also has three strong research centers with focus on Industrial Control, Vehicle Engineering and Composites and a strong research laboratory on Computational Fluid Dynamics. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Experimental Heat Transfer, Thermodynamics and Fluid Mechanics. The candidate should have industrial experience and must be eligible for professional registration in the Order of Engineers in Quebec or in another Canadian Province. Knowledge of french would be an asset. The successful candidate will be required to teach undergraduate courses in Heat Transfer, Thermodynamics and graduate courses in Mechanical Engineering, seek external funding for research, demonstrate scholarly productivity through publications and develop fruitful contacts with industry. Applications including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S. V. Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, #H-549, Montreal, Quebec Canada, H3G 1M8, or e-mail at mecheng@vax2.concordia.ca. In accordance with Canadian Immigation requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

ACADIA UNIVERSITY — The Ivan Curry School of Engineering at Acadia University invites applications for a Thirty-six-month Contractually-Limited term appointment (Position # 20402CLT) at the rank of Assistant Professor up to Grid Step 4, effective on or after July 1, 1998. Applicants should have a PhD degree by the appointment date; having taught at the university level would be an asset, as would having a reasonable amount of practical experience. Applicants should have expertise in the Civil/Environmental Engineering disciplines and will be expected to teach, but not necessarily be limited to: Graphics, Surveying and Environmental Courses in the first two years of a four year program. The ability to attract external research funding is an important factor. Other duties may include serving on various University Committees and assisting with student counselling. Candidates should be eligible for registration with the Association of Professional Engineers of Nova Scotia. Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation to be sent to: Professor D.A. Seamone, P.Eng., Director, Ivan Curry School of Engineering, Acadia University, Wolfville, NS B0P 1X0. Applications will be accepted until the position is filled. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. The successful candidate is experted to integrate this technology into the courses where relevant. In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position or to fill positions at a level different from the advertised level or term.

MCMASTER UNIVERSITY — The Department of Mechanical Engineering at McMaster University invites applications for one tenure track position at the rank of Assistant or Associate Professor in the field of Solid Mechanics. This position is made possible by the declaration of "Manufacturing and Materials" as a McMaster University Priority Area. The position will commence on July 1, 1998. The applicant must possess expertise in Computational Methanics preferably with interest in metal forming applications. Applicants with an interest in the relationship between materials engineering and mechanics are strongly encouraged. Interest and experience with industrially sponsored research and/or post doctoral research experience would be an asset. Candidates must have a PhD degree in Mechanical Engineering (or a closely related equivalent discipline), be eligible to be registered as a Professional Engineer of Ontario, and must have strong commitments to and excellent potential in research and teaching. The successful candidate is expected to teach at both the undergraduate and graduate levels, participate in supervising graduate students, to develop and maintain a strong externally funded research programme and to participate in administrative duties as assigned. McMaster University has an employment equity programme, and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, a short statement of research and teathing interests and a list of at least three referees who are able to comment on the candidate's experience and ability in research and teathing in the noted areas, should be sent to: Dr. M.A. Elbestawi, Chair, Mechanical Engineering Department, McMaster University, Hamilton, Ontario, L8S 4L7. Applications will be accepted until the position has been filled.

UNIVERSITY OF MANITOBA — Applications are invited for a full-time, tenure-track appointment as an Assistant Professor in the Department of Biosystems Engineering. Qualifications include a PhD in Agricultural, Bio-Resource, or Biosystems Engineering or equivalent with an emphasis on biological systems; a commitment to undergraduate and graduate teaching; the potential for developing a strong externally sponsored research program in one or more fields of bioprocessing such as waste management, design of bioreactors, renewable energy systems, biosensors, or environmental sustainability; a knowledge of prairie agricultural practices; and eligibility for membership in the Association of Professional Engineers of Manitoba. The Department is part of the Faculty of Agricultural and Food Sciences which is committed to an interdisciplinary systems approach to both teaching and research. Applicants should be committed to that approach. Salary range expected: $45,000 to $55,000. Applications will be accepted up to March 31, 1998. This appointment is subject to final budgetary approval. The position is to be filled effective July 1, 1998. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Women are particularly encouraged to apply. Applications including a curriculum vitae, short statement of teaching and research interests and names, addresses and telephone numbers of three referees should be sent to: Dr. Digvir S. Jayas, Head, Department of Biosystems Engineering, Rm 438 Engineering Building, University of Manitoba, Winnipeg, MB, R3T 5V6. Tel: 204-474-9868, Fax: 204-474-7512, Email: Digvir_Jayas@Umanitoba.ca.

MCGILL UNIVERSITY — The Department of Chemical Engineering. Applications are invited for a tenure-track appointment as Assistant Professor. The appointee will be expected to participate effectively in teathing at all levels and to develop a vigorous, independent research program. The successful applicant will have interest

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University of Alberta
Edmonton

Chair, Department of Laboratory Medicine and Pathology

Faculty of Medicine and Oral Health Sciences

The Faculty of Medicine and Oral Health Sciences, University of Alberta invite applications for a full-time academic tenured position as Chair of the Department of Laboratory Medicine and Pathology. The Chair must be clinically qualified and be eligible for licensure in the province of Alberta. The candidate must have excellent leadership qualities and the necessary experience to stimulate teaching and research programs spanning the basic and clinical areas. The successful candidate will be responsible for the undergraduate and postgraduate training programs which are coordinated throughout the Region. Consideration will also be given to the appointment of the Chair as the Clinical Director for Laboratory Services under the auspices of the Capital Health Authority. The Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers at the early stages of an independent career (clinical investigators) and scientists (senior investigators).

Details about the University of Alberta, Faculty, Edmonton and Province of Alberta can be found on the University's Home Page at www.ualberta.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

The start date for this position is flexible, but it is anticipated to be July 1, 1998. Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees by March 27, 1998 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Oral Health Sciences
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA ...it makes *sense.*

Dean

Faculty of Science

The University of Victoria invites applications and nominations for the position of Dean of the Faculty of Science.

The Faculty consists of six academic units: Biochemistry and Microbiology, Biology, Chemistry, Earth and Ocean Sciences, Mathematics and Statistics and Physics and Astronomy. The Faculty is the site of three interdisciplinary research centres in Forest Biology, Earth and Ocean Research and Environmental Health, and participates in three inter-university research endeavors, TRIUMF, Bamfield Research Station, and the Pacific Institute for the Mathematical Sciences. The Faculty has 115 faculty, 270 graduate students, 1950 undergraduates, 3 research chairs, and annual research funding of $13 million. All six academic units have strong graduate programs and have experienced substantial growth in undergraduate enrollments over the past five years. The University of Victoria has the third largest co-operative education program in Canada, and undergraduate co-operative education is available in each of the six academic units in the Faculty.

The successful candidate will be an individual who will provide inspiring and effective leadership in the continuing development of the Faculty, foster scholarship and teaching, maintain and develop innovative programs, attract external support for the Faculty, possess strong administrative abilities and effectively represent the Faculty within the University and in the broader community.

The appointment is for a five year term effective July 1, 1998 or as soon as possible thereafter. The successful applicant must have a substantial record of scholarship and effective teaching in order to qualify for a tenured appointment at a senior level in one of the academic units in the Faculty

Applications are to be submitted at the earliest convenience and must be received by the deadline of **March 1, 1998**. Applications should include a current curriculum vitae, the names and addresses of three referees in a position to comment on the candidate's academic and administrative experience, and an outline of the candidate's ability to meet the duties and criteria established for the position. These are provided on the Search Committee's web site (http://web.uvic.ca/provost/search) or upon request.

Applications and nominations will be treated in confidence. Applications should be directed by mail or facsimile (250-721-7216) to:

Dr. Penelope W. Codding
Vice-President Academic and Provost
University of Victoria
P.O. Box 1700, Stn. CSC
Victoria, BC, V8W 2Y2

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people

UVic UNIVERSITY OF VICTORIA

St. Jerome's University

PRESIDENT

Applications or nominations are invited for the position of President of the St. Jerome's University.

A Roman Catholic Liberal Arts University offering undergraduate courses in Arts and in Mathematics, St. Jerome's University was founded in 1865 and has been federated with the University of Waterloo since 1960. St. Jerome's is committed to fostering both the intellectual and personal growth of its students.

St. Jerome's University is seeking an individual with strong academic and administrative credentials and with an understanding of the Canadian university system including the role of Catholic universities in it. The candidate should have the ability both to communicate effectively with faculty, students, staff and graduates and to maintain strong relations with the Roman Catholic constituency of the University.

The appointment will be effective July 1, 1999.

St. Jerome's University has a commitment to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Further information about St. Jerome's can be found at www.usjc.uwaterloo.ca.

Applications and curriculum vitae should be received by *March 31, 1998* and addressed to: *Mr. John Sweeney, Chairperson, Presidential Search Committee, St. Jerome's University, Waterloo, Ontario N2L 3C3.*

UNIVERSITY OF BRITISH COLUMBIA FACULTY OF LAW

The Faculty of Law at the University of British Columbia invites applications for a full time tenure track position, commencing July 1, 1998 (or a subsequent date to be agree upon with the Dean). The Faculty welcomes applications from candidates in all areas of legal studies who demonstrate strong scholarly abilities. Preference will be given to candidates whose primary research and teaching interests relate to the corporate ... al areas of law.

CANCELLED

The position will b... ssistant Professor at a salary comme...urate with that rank and with the candidate's qualifications and experience. Appointment at a more senior rank may be considered for a candidate with exceptional qualifications who is a woman, a member of a visible minority, an aboriginal person or a person with a disability.

Applications and curricula vitae for the position, together with the names of three referees, should be forwarded as soon as possible, or by **March 15, 1998 to Professor Claire Young, Secretary, Appointments Committee, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Z1, Fax (604) 822-8108, Ph. (604) 622-4869, e-mail: young@law.ubc.ca.** This position is subject to final budgetary approval.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ANNONCES CLASSÉES

and expertise in the area of biochemical/environmental engineering. Applicants must have a doctoral degree and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. Salary within this academic rank will be commensurate with qualifications. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. Send résumé, names of three references and elaboration concerning research and teaching interests to Professor R.J. Munz, Chair, Department of Chemical Engineering, McGill University, M.H. Wong Building, 3610 University Street, Montreal, Quebec, Canada, H3A 2B2, before April 30, 1998. The appointment will be made as soon as possible after the closure date.

ENGLISH

BROCK UNIVERSITY — The Department of English Language and Literature invites applications for a two-year limited term appointment at the rank of Assistant Professor, subject to final budgetary approval, beginning July 1, 1998. The successful candidate will have demonstrated scholarly and teaching competence in North American literature to 1900, and the Novel, and will be prepared to teach a first year introductory course. Applicants should have the PhD or equivalent. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women are especially encouraged to apply. Letters of application, dossiers, and three letters of reference should be sent to: Angus Somerville, Chair, Department of English Language and Literature, Brock University, St. Catharines, Ontario L2S 3A1. The closing date for completed applications is April 3rd, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY — The Department of English Language and Literature invites applications for an nine-month limited term appointment at the rank of Assistant Professor, subject to final budgetary approval, beginning September 1, 1998. The successful candidate will have demonstrated scholarly and teaching competence in 16th century English literature, and Shakespeare, and will be prepared to teach a first year introductory course. Applicants should have the PhD or equivalent. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women are especially encouraged to apply. Letters of application, dossiers, and three letters of reference should be sent to: Angus Somerville, Chair, Department of English Language and Literature, Brock University, St. Catharines, Ontario L2S 3A1. The closing date for completed applications is April 3rd, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY — Department of English. Applications are invited for a full-time, tenure-stream appointment, at the Assistant Professor level beginning July 1, 1998. PhD required. Applicants must have research publications and the ability to teach undergraduate courses at all levels. The Department requires a specialist in Canadian literature; subsidiary interests in drama and/or critical theory may be an advantage. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent by March 31, 1998 to Dr. Susan Drain, Chair, Department of English, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACADIA UNIVERSITY — The English Department's Theatre Studies Program at Acadia University invites applications for a tenure track appointment (position #10420) at the Assistant Professor level up to Grid Step 4, effective on or after 1 July 1998. Applicants should have at least a Master's degree. Professional theatre experience is a definite asset. The successful candidate is expected to teach Acting, and have experience in at least two of the following areas: Movement, Stagecraft, Theatre History, Film. Other duties may include directing a production and sharing faculty responsibility for administration of the theatre productions program. Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. Gwendolyn Davies, Head, Department of English, Acadia University, Wolfville, NS, B4P 1X0. Telephone: (902) 585-1502, Fax: (902) 585-1073, E-mail: gwen.davies@acadiau.ca. The closing date for applications is March 1, 1998. Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. The successful candidate is expected to integrate this technology into the courses where relevant. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer. Acadia University reserves the right not to fill this position or to fill the position at a level different from the advertised level or term.

FAMILY SCIENCES

UNIVERSITY OF PRINCE EDWARD ISLAND — Family Science. The Department of Family and Nutritional Sciences at the University of Prince Edward Island invites applications for a three-year limited-term position in Family Science at the Assistant Professor level. Candidates should hold a PhD in Family Science/Family Studies, demonstrate a strong commitment to undergraduate teaching, and preferably have expertise in family life education. Preference will be given to candidates who are eligible for certification from the National Council on Family Relations as a family life educator. The successful candidate will be required to teach in areas such as: family dynamics, human development, women's issues in families, family life education. Applications, including a curriculum vitae, should be sent to: Professor O. MacLellan, Chairperson, Department of Family and Nutritional Sciences, University of Prince Edward Island, Charlottetown, P.E.I., C1A 4P3. Phone: (902) 566-0521; Fax (902) 628-4367; E-mail: MACLELLAN@UPEI.CA; Homepage: http://www.upei.ca/~regoff/home_1.htm. Applicants must arrange for three (3) letters of reference to be sent directly from referees. The closing date for applications is February 15, 1998, with appointment effective July 1, 1998, or by arrangement. This position is subject to final budget approval. The University of Prince Edward Island is committed to gender equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

FINE ARTS

UNIVERSITY OF CALGARY — Faculty of Fine Arts. The Department of Art invites applications to instruct a spring course, Art 387, Sculpture Metal Casting I. The appointment is effective from May 14 to June 4, 1998. The salary floor is $3,600. Requirements: Candidates should have attained professional expertise in non-ferrous metal casting, with three to five years of university teaching experience in the subject area. Candidates should also have field research experience and practice in the West African clay slurry investment and the water based ceramic shell process, together with a wide knowledge both ancient and contemporary of the relationship between non-ferrous casting methods of different cultures. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applicants should send a curriculum vitae and sample of published, written work or slides, and arrange to have three letters of reference sent by February 28, 1998 to: Mr. Eric Cameron, Department of Art, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4. Fax: (403) 289-7333.

GENDER ANALYSIS

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for a tenure-track cross-appointment between the Faculty of Graduate Studies (School of Community and Regional Planning) and the Faculty of Arts (Women's Studies Programme), beginning July 1, 1998, if possible. The successful candidate will have research expertise and fieldwork experience in Gender Analysis in International Development, preferably with a focus on Asia, and have academic credentials consistent with appointment to the rank of Assistant Professor, including completion of a PhD. A higher rank may be considered for a candidate with exceptional qualifications. Duties for the next five years will include involvement with a CIDA project on the alleviation of poverty in Vietnam, and both graduate and undergraduate teaching. Please submit applications, accompanied by curriculum vitae and the names of three referees, by March 31, 1998 to: Dr. W. Rees, Director, SCARP, Lasserre Building, 6333 Memorial Rd., Vancouver, BC V6T 1Z2 (Fax: 604-822-3787). The search will continue until the position is filled. More information pertaining to the position, SCARP, Women's Studies at UBC and the CIDA project is available through our website at http://www.grad.ubc.ca/scarpap. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

GEOGRAPHY

SIMON FRASER UNIVERSITY — Department of Geography, Economic Geographers. The Department of Geography at Simon Fraser University has two tenure track positions available in Economic Geography at the Assistant Professor level commencing on September 1, 1998. One appointment may be made at the Junior Associate Professor level. Applicants must have completed a PhD and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. Candidates must be qualified to instruct in the Department's Resource/Environment stream. In this connection, the department is looking for persons who can contribute to its long established and broad interests in the relationship between economy, environment and resources. Successful candidates will be expected to demonstrate their ability to integrate theoretical analysis of global issues/problems with empirically-based research at the local/regional level. An application, including statement of interest, curriculum vitae and the names of three referees, should be sent to Dr. A.M. Gill, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by February 28, 1998. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Others are welcome to apply. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The positions are subject to budgetary approval.

MCGILL UNIVERSITY — Departments of Geography and Agricultural Economics. Applications are invited for a tenure-track position in economic geography at the Assistant Professor level, to begin June 1, 1999, shared between the Departments of Geography and Agricultural Economics. The position is in economic geography with interests in either agricultural, resource or urban economics. The applicant must have a PhD degree and an excellent research record, or demonstrated potential, and will be expected to develop a vigorous research program, including supervision of graduate students. The successful applicant will be expected to teach at the undergraduate and graduate levels within both Departments and at both campuses. Information on McGill and the two departments can be found at http://www.mcgill.ca. Salary will be commensurate with qualifications. To ensure full consideration, applications should be received by March 15, 1998 although the search will continue until the position is filled. Applications, including a curriculum vitae, a statement of research interests, selected publications and three letters of reference should be addressed to: Dr. Tim Moore, Chair, Department of Geography, 805 Sherbrooke St. W., Montreal, Quebec H3A 2K6; phone: 514-398-4112; fax: 514-398-7437; e-mail: moore@felix.geog.mcgill.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

GEOGRAPHY & ENVIRONMENT

MCGILL UNIVERSITY — Department of Geography and School of Environment. Applications are invited for a tenure-track position at the Assistant Professor level, to begin June 1, 1998. The position is in Environmental Analysis, with an emphasis on the use of Geographic Information Systems (GIS) in the study of the environment. The applicant must have a PhD degree, an expertise in an area of natural or social science relevant to environmental issues and an ability to teach the application of GIS at undergraduate and graduate levels. The successful applicant may be expected to teach on both campuses. The applicant must have an excellent research record, or demonstrated potential, and will be expected to develop a vigorous research program, including supervision of graduate students. Undergraduate and graduate GIS facilities at McGill have recently been upgraded and the University provides a fertile setting for multidisciplinary teaching and research on environmental issues. Information on McGill, the Department of Geography and the School of Environment can be found at http://www.mcgill.ca. Salary will be commensurate with qualifications. To ensure full consideration, applications should be received by March 15, 1998 although the search will continue until the position is filled. Applications, including a curriculum vitae, a statement of research interests, selected publications and three letters of reference should be addressed to: Dr. Tim Moore, Chair, Department of Geography, 805 Sherbrooke St. W., Montreal, Quebec H3A 2K6; phone: 514-398-4112; fax: 514-398-7437; e-mail: moore@felix.geog.mcgill.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

GEOGRAPHY & GEOLOGY

MCMASTER UNIVERSITY — The School of Geography and Geology at McMaster University invites applications for a full-time, tenure-track

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The University College of the Cariboo Invites Applications for Two Positions:

INSTRUCTOR — JOURNALISM
Competition #98-001

and

INSTRUCTOR & PROGRAM COORDINATOR –JOURNALISM
Competition #98-002

Description: Beginning in September 1998, the University College of Cariboo will offer courses leading to a Bachelor's Degree in Journalism. The Bachelor of Journalism Degree Program focuses upon print journalism. It has been designed to meet the needs of community and daily newspapers, and of government agencies or private companies which require communications specialists with strong writing ability and an informed view of society. On the way to becoming well rounded graduates who can apply knowledge of the modern world and theories of communication to their work, UCC Bachelor of Journalism students will take a mix of Journalism and Liberal Arts courses.

Qualifications: • Bachelor's Degree required; Master's Degree preferred • Teaching experience in a Journalism program • Experience in print journalism and communications an asset • Broad knowledge of print media and journalism industry in Canada.

Commencement Date: 1 August 1998

Closing Date for Applications: 15 March 1998

In accordance with Canadian immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting either **Competition #98-001** or **Competition #98-002** with names, addresses and telephone numbers of three (3) referees to:

THE UNIVERSITY COLLEGE OF THE CARIBOO

Irene Bazell
Human Resources Officer
The University College of Cariboo
P.O. Box 3010
Kamloops, B.C. V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

McGill
Chair in Chinese Cultural Studies

The Dept. of East Asian Studies is pleased to announce the creation of a new Chair in Chinese Cultural Studies established by the Drs. Richard Charles and Esther Yewpick Lee Charitable Foundation, Hong Kong. The Department invites applications for this tenured position at a level dependent on experience and scholarly achievement. Applicants with a PhD in the field of modern Chinese cultural studies broadly defined and with a demonstrated interest in theory, methodology, interdisciplinary and comparative approaches are encouraged to submit their names for consideration. Bilingual or near bilingual ability in Chinese and English is preferred; knowledge of French is an asset. A strong research profile and commitment to teaching at both the undergraduate and graduate levels is required. The successful candidate will be expected to play a leadership role in the development of the program of East Asian studies at McGill and in the field as a whole. A letter of application with resumé, 3 letters of recommendation, and supporting materials, such as publications, and evidence of teaching effectiveness (student or peer evaluation) should be sent to: **Chair, Search Committee for the Lee Chair, Dept. of East Asian Studies, McGill University, 3434, McTavish Street, Montreal, Quebec, Canada, H3A 1X9,** no later than **February 28, 1998.** In accordance with Canadian Immigration rules, this announcement is directed in the first instance to citizens and permanent residents of Canada. McGill is committed to equity in employment.

ASSISTANT PROFESSOR SCHOOL OF SOCIAL WORK

The University of Victoria, School of Social Work, is dedicated to enhancing the diversity of our faculty and invites applications for a tenure-track position at the rank of Assistant Professor to commence on July 1, 1998. We offer undergraduate BSW degree education on campus and by distance education and MSW degree education in an on-campus multi-disciplinary program. The School focuses on empowerment based on equity, community change and adult education principles and fosters an analysis of power differences related to race, ethnicity, ability, sexual orientation, class, gender, age and religion. Applicants are expected to demonstrate their personal and professional commitment and skills in working across diversity and will have:

- Post-graduate social work education with a focus on diversity
- A record of scholarship and current knowledge of qualitative research methods and social work theory/practice
- Demonstrated ability to teach from critical, First Nations and feminist perspectives
- An ability to teach in at least one of the areas of child welfare, substance misuse, working with people with disabilities
- A commitment to anti-racist, anti-oppressive, anti-colonial practice
- Recent social work practice experience
- Excellent interpersonal/communication/organizational skills.

The successful candidate may contribute to our School in a number of ways:

- Supervise Master's students
- Teach, supervise practicum and provide academic advising for students in the undergraduate and graduate programs
- Be willing to teach a variety of courses through an array of delivery modes
- Work collaboratively following a consensus-based model
- Develop curricula for delivery of on-campus and distance education courses
- Participate in the university and larger community
- Relate to and be sensitive to students and their diversity.

Please submit a curriculum vitae and the names of three referees to: **Barbara Whittington, Director, School of Social Work, University of Victoria, P.O. Box 1700, Victoria, BC, V8W 2Y2. Fax: (250) 721-6228, Phone: (250) 721-8044. Deadline for applications: Friday, March 13, 1998.**

The University of Victoria is committed to an employment equity program. To increase the diversity of faculty, First Nations peoples, women, visible minorities, people with disabilities, and people of minority sexual orientation are particularly encouraged to apply and are invited to self-identify when they apply.

UVic UNIVERSITY OF VICTORIA

Education
University of Prince Edward Island

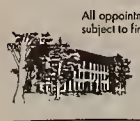
This Faculty of Education of the University of Prince Edward Island invites applications for the following three full-time tenure-track academic positions:

- International Education with a background in English as a Second Language
- Secondary Science and Mathematics, and
- School leadership with a background in a school subject

All applicants should have a doctoral degree in an appropriate area, experience in a school setting, and strong evidence of success in teaching and research. Duties will include teaching in undergraduate and graduate programs, supervision of B.Ed. students in their school practica, and coordination of inservice programs for teachers. The deadline for applications is will remain open until positions are filled. All candidates are requested to forward their curriculum vitae and have three letters of reference sent on their behalf to:

Dean of Education
Faculty of Education
University of Prince Edward Island
550 University Avenue
Charlottetown, PE
C1A 4P3

All appointments begin July 1, 1998. Faculty positions are subject to final budgetary approval



In accordance with Canadian immigration requirements, these advertisements are directed in the first instance to Canadian citizens and permanent residents. UPEI is committed to the principle of equity in employment

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The University of Manitoba
School of Medical Rehabilitation

HEAD
PHYSICAL THERAPY DIVISION

Applications are invited for the position of Head, Physical Therapy Division; a full-time tenure-track faculty position at the rank of Associate or full Professor, commencing July 01, 1998 or as soon thereafter as possible.

The candidate must have a PhD degree; consideration may be given to individuals with a Master's degree and a substantial record of achievement in Physical Therapy. The candidate must have extensive experience in teaching, research and proven administrative experience. The applicant must also be eligible for licensure in Physical Therapy in Manitoba.

The Head of the Physical Therapy Division is the academic and administrative leader of the undergraduate Physical Therapy program and all faculty and students within that program. The Head of Physical Therapy also provides a leadership role in Physical Therapy external to the University.

The Physical Therapy undergraduate program is a fully accredited baccalaureate program with an enrollment of approximately 95 students. There are 10 full-time and 2 part-time faculty, as well as sessional faculty members in the Physical Therapy Division. The School also houses an undergraduate Occupational Therapy program, a M.Sc. Program in Rehabilitation, and a rehabilitation clinic on site. Strong rehabilitation research links and opportunities exist in clinical, applied, and basic sciences fields. The Physical Therapy program has excellent affiliations with other university health professional programs and the clinical physiotherapy community. With the addition of 25,000 square feet of new space the School is in the early phases of a major redevelopment plan for teaching and research.

The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents.

Applications together with a copy of a curriculum vitae and the names and addresses of three referees should be forwarded to **Dr. Brenda Loveridge, Chair, Search Committee for Head of Physical Therapy Division, School of Medical Rehabilitation, RR303-800 Sherbrook Street, Winnipeg, MB, Canada R3A 1M4.** Applications should be submitted not later than **March 31, 1998.**

Canadian Association of University Teachers

JUNIOR LABOUR LAWYER

The Canadian Association of University Teachers is seeking the services of a junior labour lawyer, on a contractual basis for a period of one year, to assist our senior lawyers with their case loads and to provide advice to our standing committees. Candidates should have one to two years experience in the labour area, preferably in a union setting, or with a law firm specializing in labour issues. Knowledge of the principles of academic freedom and tenure, an understanding of university structures, and the ability to work in both official languages are desirable. Additional information concerning CAUT and its mission can be found at www.caut.ca. Qualified candidates should forward their resumé, including names of referees and salary expectations, to:

CAUT

Mr. G. Piché, Associate Executive Director, CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2

Memorial
University of Newfoundland

FACULTY POSTIONS — SIR WILFRED GRENFELL COLLEGE
Corner Brook, Newfoundland

Sir Wilfred Grenfell College, a campus of Memorial University of Newfoundland, located in the City of Corner Brook, is a small Liberal Arts and Science institution (approx. 1200 students). Emphasis is on teaching excellence in multi- and interdisciplinary programs leading to four year degrees in Arts (cognitive studies, English, environmental studies, historical studies, psychology), Fine Arts (theatre, visual arts), Science (environmental science) and Nursing.

The College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) has excellent recreational and cultural facilities, and overlooks the Bay of Islands, affording a spectacular view of the Blomidon mountains. The City is situated some eighty kilometers from Gros Morne National Park and ten kilometers from the Marble Mountain downhill ski resort. Visit our website: www.swgc.mun.ca.

The College seeks applications for the following probationary and term appointments:

ECONOMICS:
Tenure-track position in Economics beginning September 1, 1998. A PhD or equivalent preferred. The candidate should be prepared to teach introductory economics (micro and macro economics), environmental economics, introductory business, and otherwise contribute to an existing Environmental Studies programme, and other social studies programmes that are currently being developed. Teaching experience at the university level is desirable.

ENGLISH:
Two nine-month teaching term appointments. We are looking for candidates who will be responsible for teaching Modern British Literature, Canadian Literature, and first-year English.

ENVIRONMENTAL SCIENCE:
(1) Tenure-track appointment in Environmental Science (Biology Stream). Responsibilities include teaching introductory biology and ecology, as well as contributing to the Environmental Science program including the supervision of senior undergraduate research projects. The applicant should be qualified to teach upper year undergraduate courses in terrestrial and applied ecology, and should have research expertise in conservation biology (preference may be given to a vertebrate population ecologist). Completed PhD is required. Candidates are expected to develop an active research program that would include senior undergraduates. The appointment will commence September 1, 1998.

(2) Tenure-track appointment in Environmental Science (Chemistry Stream). The applicant should be qualified to teach senior undergraduate courses in environmental analytical chemistry, aquatic chemistry and inorganic chemistry. As well, he or she will be responsible for teaching introductory chemistry and contributing to the Environmental Science program, including an upper year multidisciplinary seminar courses and the design and supervision of general and honours research projects. Completed PhD is required. Candidates are expected to develop an active research program that would include senior undergraduates. The appointment will commence September 1, 1998.

PSYCHOLOGY:
(1) Nine-month teaching term appointment in Psychology that will commence 1 September 1998 and end 30 May 1999. A psychologist with a PhD is preferred but all candidates will be considered. Teaching responsibilities may include courses in general introductory psychology, cognitive psychology, and a 4th year seminar in psychology (on a general topic of the candidate's choice). The teaching load will be four courses per semester. In addition, the candidate may choose to do honours thesis supervision for extra remuneration.

(2) Three-year contractual position, preferably in clinical neuropsychology, commencing 1 September 1998. Applicants from other areas are also welcome to apply. A psychologist with a PhD, or one near completion, is preferred. A major consideration will be the ability to teach various courses within the existing psychology programme, and teaching ability. Candidates must be able to teach some combination of courses in: introductory psychology, personality, physiological psychology, abnormal psychology, psychotherapy, tests and measurement, and undergraduate statistics. The teaching load will be three courses per semester. In addition, the candidate may choose to do honours thesis supervision for extra remuneration.

SOCIAL SCIENCE:
Nine-month teaching term in Social Science that will commence on 1 September 1998. This contractual position will support ongoing and future programming in the social science area. Candidates with backgrounds in anthropology, sociology, folklore, or preferably a combination of disciplines, and an interdisciplinary orientation are desired. Completed PhD or equivalent preferred.

THEATRE:
Three-year contractual position for a Designer/Stagecraft Professor beginning September 1, 1998. An M.F.A. or equivalent professional accreditation in Design is required. The successful candidate will be responsible in conjunction with the Programme Chair, the Technical Director and the resident stagecraft professor for the planning and teaching of a variety of undergraduate courses in various areas of stagecraft and design in the technical stream of a four-year B.F.A. theatre programme and will be responsible for designing some element of at least two major productions a year. Candidates must have experience teaching at the University or equivalent level as well as professional theatre experience. The core curriculum of the programme includes the following fields: costumes, props and set building, drafting, lighting, sound and stage management. The successful candidate will have craft skills, theoretical and practical knowledge in most of these areas. A thorough knowledge of recent developments in the professional theatre both in Canada and abroad would be an asset. Candidates should also have the ability to teach the theory and history of design. Visit our website: www.swgc.mun.ca/theatre.

VISUAL ARTS:
(1) Four-month teaching term appointment in one of either undergraduate printmaking and photography or undergraduate printmaking to begin September 1, 1998. The successful candidate will be responsible for teaching two studio courses and fourth year studio tutorial advising. The workload will consist of one of the following combinations: one printmaking course selected from the two described above and an introductory course in black and white photography; two printmaking courses, one being an introductory water-based screenprinting or lithography course and the other being an intermediate level printmaking course covering all areas with expertise in the area of graphic arts application. Criteria for this appointment are a Masters in Fine Arts or equivalent, previous teaching experience at the post-secondary level and a demonstrated professional practice as a visual artist.

(2) Nine-month teaching term appointment in the area of undergraduate Art History. This is a sabbatical leave replacement position of the sole art historian. The successful candidate will teach two terms of Art History Survey and four other courses from any of the following areas: Medieval, Renaissance, Contemporary, Canadian, Women's Art, Non-Western. There is also the potential of a 4th year seminar course as part of the required teaching load. Criteria for this position are a PhD in Art History or equivalent, the ability to teach at the undergraduate level and previous teaching experience at the post-secondary level.

All appointments are subject to budgetary approval and positions advertised as probationary may be converted to contractual at the time of appointment as a result of final budget decisions. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Teaching term appointments will be made at the rank of lecturer.

Applications will be accepted until 15 March, or until the position is filled. A letter indicating the position applied for, and the candidate's willingness to be considered for a contractual position should a conversion from probationary stream be necessitated by budgetary restraint, together with a curriculum vitae, teaching dossier and the names of three referees, should be submitted to: **Dr. Tom Daniels, Acting Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF A2H 6P9**, Fax (709) 637-6390, Phone (709) 637-6231.

Memorial University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

position in social geography at the rank of Assistant Professor, effective July 1, 1998. The successful applicant will be expected to teach undergraduate courses, to contribute to Masters and PhD teaching and supervision, to carry out an active research program leading to peer-reviewed publications and to take on administrative responsibilities in the School. In addition, the successful applicant is expected to be involved in the Strategic Area of Environment and Health and to have research interests related to environment, health, policy, or well-being. Candidates must have a PhD in hand at time of appointment and demonstrated potential for a strong record of teaching, research and publication. Experience with Geographic Information Systems will be an asset. Salary will be commensurate with experience. McMaster University encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, names of three referees, evidence of teaching ability and up to three journal articles (reprints or submitted), should be submitted to: Dr. Fred Hall, Director, School of Geography and Geology, McMaster University, 1280 Main Street West, ABB-121, Hamilton, Ontario L8S 4M1. Applicants should also arrange to have three letters of reference sent directly to the same address prior to the closing date. Closing Date: March 16, 1998.

HEALTH STUDIES

BROCK UNIVERSITY — The Health Studies Program at Brock University invites applications for the following positions effective July 1, 1998, subject to final budgetary approval. (1) Tenure track appointment at the Assistant Professor level; (2) Two-year limited term appointment at the Assistant Professor level; (3) Nine-month limited term appointment at the Lecturer level. Qualified applicants should hold a doctoral degree in Health Studies, Public/Community Health or an equivalent area with expertise in either health administration or health assessments. Candidates will be expected to teach and conduct research in their area of expertise. Submit a curriculum vitae and the names and addresses of three referees to: Dr. William Montelpare, Director, Health Studies Program, Brock University, St. Catherines, ON, Canada L2S 3A1; E-mail: wmontelp@spartan.ac.brocku.ca. The closing date for applications is March 14, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified men and women are equally encouraged to apply.

HISPANIC & ITALIAN STUDIES

UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies invites candidates with training in Spanish Language Acquisition and Translation and a strong commitment to both Modern Peninsular and Latin American Literature to apply for a full-time tenure-track position at the rank of Assistant Professor effective 1 July 1998, subject to budgetary approval. Preference will be given to candidates with a completed PhD, native or near native fluency in Spanish and English, and a strong commitment to teaching and research. Duties will include teaching Language and Peninsular and Latin American Literature, Culture and Civilization courses. Applicants must include a full curriculum vitae, a transcript of academic record, the names of three referees (who should write directly to the Department Chair), publications (or writing samples), and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent, or faxed, to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3045, Victoria, British Columbia, V8W 3P4. Fax number: (250) 721-6608. Applications will be accepted until the position is filled.

HISTORY

TRENT UNIVERSITY — African History. The Department of History at Trent University invites applications for a tenure track position, effective 1 July 1998, subject to budgetary approval, at the Assistant Professor level in the history of modern Africa. Contribution to one of the department's team-taught courses is required, and an ability to teach in another area of world history would be an asset. Candidates should have a PhD and, preferably, teaching experience and publications. In accordance with Canadian immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents of Canada. Trent University is an employment equity employer, and especially invites applications from women, aboriginal persons, visible minorities and disabled persons. Please send applications, including a curriculum vitae, and arrange to have three letters of reference sent to Professor Dale Standen, Chair, Department of History, Trent University, Peterborough, Ontario, Canada K9J 7B8; telephone 705 748-1741; Fax 705 748-1821 by 1 March, 1998.

BROCK UNIVERSITY — The Department of History invites applications for a 9-month limited term appointment (Fall/Winter 1998-99) in Canadian history, with a possible second field in British Imperial/Commonwealth history. The successful applicant will be required to teach HIST 2P07 (Canadian History to 1800) and the equivalent of one and a half full courses from the following: HIST 2P11 (Canada in the 19th Century); 2P12 (Canada in the 20th Century); 3F91 (The Experience of Empire); 4V11 (Canada's Relations with the British Empire and Commonwealth). [P and V = half-year course; F = full-year course] The appointee will also teach one hour per week each term in the Honours Tutorial. Applicants should have a PhD or be near completion of the doctorate. Applicants should specify which courses they wish to teach, enclose a curriculum vitae, and arrange for three letters of reference to be forwarded to: Dr. John Sainsbury, Chair, Department of History, Brock University, St. Catharines, Ontario L2S 3A1 Canada; FAX: (905) 688-2789. The closing date for applications is 6 March 1998. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. The appointment is subject to final budgetary approval.

CONCORDIA UNIVERSITY — The Department of History invites applications for a 9 1/2 month limited-term appointment from August 15, 1998 to May 31, 1999 (with possibility of renewal) at the Assistant Professor level. This position is subject to budgetary approval. Expertise in two of the following four fields is required: China, Japan, Africa or Middle East. A PhD is preferred. Preference will be given to applicants with teaching experience across a broad range of topics. Duties may include graduate and undergraduate teaching and some administrative responsibilities. Applicants should send their curriculum vitae and three letters of reference before March 30, 1998 to: Dr. Mary Vipond, Acting Chair, Department of History, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal (Quebec) H3G 1M8 Tel.: (514) 848-2414 Fax.: (514) 848-4538. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

YORK UNIVERSITY — Faculty of Arts, Department of History. Applications are invited for a three-year contractually-limited position at the assistant professor level, in the History of the South Atlantic World, to commence July 1, 1998. Required qualifications include a completed PhD, or equivalent, and an ongoing program of research in the history of the South Atlantic world with the Caribbean and Western Africa as required areas of specialization. Teaching duties may include covering topics related to the African diaspora in Latin America, especially Brazil. Preference will be given to candidates with teaching experience and to those who show promise of excellence in teaching and research. Salary is dependent upon qualifications and experience. Applicants should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent, no later than March 16, 1998, directly to Prof. Jonathan Edmondson, Acting Chair, Department of History, York University, 4700 Keele Street, Toronto, Ont. M3J 1P3 [FAX: (416) 736-5836]. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval.

YORK UNIVERSITY — Faculty of Arts, Department of History. Applications are invited for a one-year contractually-limited position at the assistant professor level, in the history of Renaissance/Early Modern Europe, to commence July 1, 1998. Required qualifications include a completed (or almost completed) PhD or equivalent, and an ongoing program of research in any area of the history of Renaissance/Early Modern Europe. The successful candidate must be able to teach advanced undergraduate courses that cover a full range of Renaissance/Early Modern European history, including Continental Europe, and a survey course in High and Late Medieval History. Preference will be given to candidates with teaching experience and to those who show promise of excellence in teaching and research. Salary is dependent upon qualifications and experience. Applicants should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent, no later than March 16, 1998, directly to Prof. Jonathan Edmondson, Acting Chair, Department of History, York University, 4700 Keele Street, Toronto, Ont. M3J 1P3 [FAX: (416) 736-5836]. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to budgetary approval.

TRINITY WESTERN UNIVERSITY — A tenure-track position is available in Canadian and American History at the Assistant Professor rank beginning August, 1998. Doctorate preferred. The candidate must be able to teach Introduction to Canadian History (which will normally comprise a significant portion of the teaching load), American political history, as well as upper level courses in American political history as well as upper level courses in Canadian Native History and issues in British Columbia (or Western Canadian) history. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and Community Standards. C.V.'s and letters of reference should be addressed to Dr. Bob Burkinshaw, Dean, Faculty of Social Sciences and Education, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1; Phone 604-888-7511; Fax 604-513-2010; email burkinsh@twu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

CAMPION COLLEGE at the University of Regina invites applications for a two year term position, with possible conversion to tenure stream, at the Assistant Professor level in Medieval History to begin July 1, 1998. Candidates should have a completed PhD degree and be prepared to teach a variety of courses at the undergraduate and graduate level. This position is subject to budgetary approval. Applicants should submit a letter of application, a curriculum vitae and arrange for three letters of recommendation as well as graduate transcripts to be sent to: Dr. Stephen Kenny, Chair, Selection Committee, Campion College, University of Regina, Regina SK S4S 0A2. Fax (306) 359-1200. The closing date for applications is February 28, 1998. Campion is a liberal arts college in the Jesuit tradition. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Qualified women and members of minorities are encouraged to apply.

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA — The Department of Medical Oncology and Haematology of the Manitoba Cancer Treatment and Research Foundation, and the Section of Haematology/Oncology Department of Medicine, The University of Manitoba and St. Boniface General Hospital are seeking a Medical Oncologist to join a group of 16 academic University Haematologists and Medical Oncologists. The appointment will be a geographical full-time contingent position at the rank of Assistant Professor. The components of the position will include in-patient and out-patient care research (clinical or basic), education (graduate and undergraduate), and disease site group administration. Candidates must have senior specialty qualifications in Internal Medicine in the country of current practice and be eligible for registration with the College of Physicians and Surgeons of Manitoba. Full training in and certification in Medical Oncology or Haematology by the Royal College of Physicians and Sur-

gions of Canada is preferred. Salary is commensurate with experience. The Manitoba Cancer Treatment and Research Foundation and The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, accompanied by an up-to-date curriculum vitae, should be submitted to: Dr. E.J. Bow, Head, Department of Medical Oncology and Haematology, The Manitoba Cancer Treatment and Research Foundation, Head, Section of Haematology/Oncology, Department of Internal Medicine, Room GD600, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Telephone: (204) 787-3964; Fax: (204) 787-3115. Closing date for receipt of applications is February 28, 1998.

ITALIAN CANADIAN STUDIES

YORK UNIVERSITY — The Mariano A. Elia Chair in Italian Canadian Studies at York University invites applications for a two-year Post-doctoral Fellowship beginning in July 1998. Applicants must have a PhD and submit a curriculum vitae and three letters of reference, together with a substantial research proposal and a timetable of work in the broad area of Italian Canadian Studies. The successful candidate will be expected to produce a major publication at the end of their tenure. In addition to carrying out the research, the successful candidate will also be responsible for some community outreach activity, give the occasional lecture, and be available to meet from time to time with interested students. Stipend: $30,000. Applications and letters of reference must be submitted by March 31, 1998 to Prof. Elio Costa, York University, 4700 Keele Street, Room 139, Founders College, Toronto, Ontario, M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MATHEMATICS

THE UNIVERSITY OF NEW BRUNSWICK, Saint John Campus — Department of Mathematics, Statistics and Computer Science. Applications are invited for a two-year renewable term position in Mathematics at the rank of Assistant Professor beginning July 1, 1998. Candidates should have a PhD degree in Mathematics, together with strong potential in teaching and research. Preference will be given to those whose research is in any area of Applied Mathematics. Responsibilities include teaching and research. Salary is commensurate with qualifications and experience. The availability of the position is subject to budgetary approval. Applications, including a curriculum vitae and the names of three referees, should be received no later than March 31, 1998 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, P.O. Box 5050, Saint John, New Brunswick E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

WILFRID LAURIER UNIVERSITY — The Department of Mathematics of Wilfrid Laurier University invites applications for a faculty position at the Assistant Professor level beginning July 1, 1998, subject to budgetary approval. Duties will include teaching at the undergraduate level and research. Candidates should hold a PhD in mathematics and relevant teaching experience will be an asset. Applications, including curriculum vitae, copies of recent publications, and the names of three referees, should be sent to Dr. S.J. Stack, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Applications will be received until February 28, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men.

UNIVERSITY OF WATERLOO — Faculty of Mathematics. Applications are being accepted for a position at the rank of Lecturer (4-year appointment, renewable to a continuing appointment) beginning on or after July 1, 1998. Applicants should have a Master's degree and experience in teaching computer science at the secondary school or university level. Duties will include undergraduate teaching and academic advising of computer science students, and expanding the Faculty's school liaison program in computer science. In addition, through an affiliation with the Faculty's Centre for Education in Mathematics and Computing, the appointee will participate in the preparation of the Canadian Computing Competition, take a leadership role in developing resource and enrichment materials for teachers and students of high school computer science, and assist in designing a professional development program for CS teachers. The current restructuring of education at all levels offers the applicant an opportunity to take a leadership role in developing new models for effective teaching and learning of computer science. Salary range commensurate with qualifications and experience. The closing date for application is February 28, 1998. This appointment is subject to the availability of funds. Send curriculum vitae and provide names of three referees to R.G. Scorsa, Associate Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

ST. FRANCIS XAVIER UNIVERSITY — Mathematics. Applications are invited for a tenure track and a sabbatical replacement faculty position in statistics in the Department of Mathematics, Computing and Information Systems at St. Francis Xavier University. Applicants should have a PhD or be close to completion in Statistics or a closely related field. Applicants should have a background in the applied statistics, statistics, management science area and courses to be taught will include courses in business statistics and business mathematics and possibly upper level statistics courses. We are interested in individuals who shows a strong commitment to high quality teaching, but who are capable of attracting external research funding. These positions are subject to budgetary approval. Applicants should send a curriculum vitae, graduate transcript, teaching evaluations and three letters of reference to, Dr. Ron MacKinnon, Chair, Department of Mathematics, Computing and Information Systems, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5 or by fax (902) 867-2448 or e-mail rmackin@stfx.ca. Priority consideration will be given to Canadian citizens or permanent residents. The closing date for applications is February 15, 1998 or until the positions are filled.

MATHEMATICS & STATISTICS

CONCORDIA UNIVERSITY — The Department of Mathematics and Statistics is seeking to fill a tenure track position in Actuarial Mathematics at the Assistant Professor level starting July 15, 1998. The position is subject to budgetary approval. Duties will include undergraduate and graduate level teaching, research and participation in the administration and expansion of the Actuarial programs. Interested candidates should send a curriculum vitae and a brief description of field of interest and arrange for three letters of recommendation to be sent prior to April 30, 1998 to: Dr. Joel Hillel, Chair Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec Canada, H4B 1R6, Tel.: (514) 848-3234 Fax: (514) 848-2831. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MICROBIOLOGY

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position in Environmental or Ecological Microbiology, Department of Microbiology, University of Manitoba at the Assistant Professor level, commencing September 1, 1998, or on a date mutually agreed upon. Minimum qualifications are a PhD in environmental or ecological microbiology or allied discipline, two years of post-doctoral experience and evidence of a strong research potential in some aspect of environmental or ecological microbiology. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. The position is subject to final budgetary approval. Salary range for the position is $40,868 to $62,509. The Department currently has 12 full time tenure track faculty members and two Instructors, and offers a full range of both undergraduate and graduate programs in microbiology, biochemistry, biotechnology and molecular genetics. The Department is also a participant in the Environmental Sciences Program. In addition, the Department has a well-established research program that is enhanced through close proximity to the University Delta Marsh Research Station and the Experimental Lakes Research Station. Further information about the Department can be obtained from <http://www.umanitoba.ca/>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and a summary of research interests including a brief research proposal, three letters of reference to: Dr. P.C. Loewen, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Closing date for receipt of applications is April 1, 1998. Further information about the position can be obtained from <Peter_Loewen@umanitoba.ca> or 204-474-8334.

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure-track position in Biochemistry, Department of Microbiology, University of Manitoba at the Assistant Professor level, commencing September 1, 1998, or on a date mutually agreed upon. Minimum qualifications are a PhD in biochemistry or allied discipline, two years of post-doctoral experience and evidence of a strong research potential in some aspect of biochemistry. Duties will include undergraduate and graduate teaching and supervision, research and service-related activities. The position is subjers to final budgetary approval. Salary range for the position is $40,868 to $62,509. The Department currently has 12 full time tenure track faculty members and two Instructors, and offers a full range of both undergraduate and graduate programs in biochemistry, microbiology, biotechnology and molecular genetics. In addition the Department has a well-established research reputation. Further information about the Department can be obtained from <http://www.umanitoba.ca/>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and a summary of research interests including a brief research proposal, three letters of reference to: Dr. P.C. Loewen, Department of Microbiology, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Closing date for receipt of applications is April 1, 1998. Further information about the position can be obtained from <Peter_Loewen@umanitoba.ca> or 204-474-8334.

MOLECULAR BIOLOGY

UNIVERSITY OF GUELPH — The Department of Molecular Biology and Genetics at the University of Guelph is seeking applications from qualified candidates for a tenure-track faculty position in the area of Eukaryotic Molecular Genetics. The appointment will be made at the Assistant Professor level with a start date of July 31, 1998 (negotiable). We require a PhD and appropriate postdoctoral training, a proven research record including publications of high quality, the ability to work well with others, and enthusiasm and ideas that will inspire both undergraduate and graduate students. The successful candidate will be expected to establish an innovative and competitive research program, supported by external funding, and to contribute to the department's excellence in graduate and undergraduate teaching. The Department of Molecular Biology and Genetics has ten faculty, with active research programs in animal and plant molecular genetics. In addition, the University of Guelph has excellent facilities and expertise in the applied animal and plant sciences in the Ontario Agricultural College and Ontario Veterinary College, affording many opportunities for collaboration in the biotechnology area. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. Applicants should send, no later than March 15, 1998, a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. Steven J. Rothsteen, Department of Molecular Biology and Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

MUSIC

WILFRID LAURIER UNIVERSITY — The Faculty of Music of Wilfrid Laurier University is seeking a violinist for an Artist-in-Residence appointment. Duties include performing as a member of the Penderecki String Quartet and teaching individual lessons, chamber music coaching, and weekly masterclasses. The Penderecki String Quartet performs up to 75 concerts per season and the successful applicant must be willing to travel extensively. Teaching experience and international status as a performer required, graduate degree desirable. Starting date: July 1, 1998. Quartet performance responsibilities to begin by negotiation. Closing date for applications: March 15, 1998. Applications, including CV and names of three referees, should be sent to Anne C. Hall, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Please do not send tapes until they are requested. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men, including racial minorities, people with disabilities, and aboriginal people. The university provides a smoke-free working environment.

BROCK UNIVERSITY, Department of Music, invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1998, subject to final budgetary approval. Applicants should have a completed PhD in musicology or theory; preference will be given to those able to offer another area of specialization, possibly including performance or composition. Applicants should have a record of, and potential for, continuing research and publication and demonstrated excellence as an instructor. The ideal candidate will possess a range of abilities to support a diverse and developing curriculum. Duties: to teach in several areas of the music program, possibly including history, theory, composition and arranging, musicianship, music appreciation or applied music, dependent upon qualifications and needs of the program; to actively engage in research specialization; to participate in curriculum development and routine administrative tasks of the department, including recruitment and promotion of the department. The Department of Music has over 50 majors in the six programs leading to the degrees of Bachelor of Music and Bachelor of Arts in Music and over 300 enrolments in Music courses. Small classes provide a learning environment in which students can participate fully and develop into literate and versatile musicians. Applications should include a curriculum vitae, evidence of current research and creative activity, an outline of the candidate's philosophy of education, and three confidential letters of reference. The closing date for applications is March 15, 1998, or until the position is filled. Please direct applications to: Dr. Harry J. Loewen, Chair, Department of Music, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario L2S 3A1; Fax: (905) 688-2789; E-mail: hloewen@spartan.ac.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply.

NEUROLOGY

UNIVERSITY OF ALBERTA — The Divisions of Neurology at the University of Alberta has opportunities for three full-time and two part-time neurologists looking for a career in academic neurology and private practice neurology with the following qualifications: 1. The candidates must have passed the Royal College Fellowship examinations in neurology or the examination of the American Board of Psychiatry and Neurology (Neurology). 2. Candidates wishing to pursue an academic career with a full-time appointment must have completed a fellowship in an academic institution following residency. 3. Teaching and research experience beyond fellowship is desirable. 4. Candidates applying for full-time appointments must have a commitment to academic medicine as evidenced by scholarly publications or proficiency in an area of clinical or basic research. 5. Preference will be given to candidates with interests in the area of cerebral vascular disease, epilepsy, neurodegenerative diseases, particularly Alzheimer's or related syndromes. Candidates applying to the full-time positions would have protected time for academic activities. The rank and salary would be commensurate with the candidate's experience. The Division of Neurology is part of the Department of Medicine. The University provides an active and stimulating academic environment with excellent basic science facilities. We provide services for Edmonton and Northern Alberta and surrounding provinces with a patient population of over one million. Areas of active research include neuromuscular diseases, multiple sclerosis, movement disorders and cerebral vascular disease. As well, collaboration exists with an active neurosurgical division. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested applicants are asked to forward their CV and the names and addresses of three references to: Dr. Ashfaq Shuaib, Director, Division of Neurology, University of Alberta, Faculty of Medicine, Room 2E3.13, Mackenzie Health Sciences Centre, Edmonton, Alberta, T6G 2B1, Canada. Deadline for applications is April 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

NURSING

UNIVERSITY OF TORONTO — The Faculty of Nursing at the University of Toronto invites applications for four tenure-stream positions. Community health nursing: two positions, one at the assistant professor level and one at either an associate or full professor level. Research should focus in the area of health promotion. Successful candidates will become members of the Centre for Health Promotion. Perinatal nursing: one position at the assistant professor level. Clinical expertise and research should focus on the care of women and their families during pregnancy or in the post-partum period. The successful candidate will be appointed to the Perinatal Nursing Research Unit at Mount Sinai Hospital. Adult acute care nurse practitioner: one position at the assistant professor level. Clinical expertise in an acute care specialty area with a complementary research program. Qualifications for all positions include: a doctoral degree in nursing or a related science, a master's degree in nursing, interest and expertise in teaching at the undergraduate and graduate levels, publication in peer reviewed journals, a strong commitment to research, and the ability to work collaboratively with practicing nurses, nurse researchers, and researchers from other disciplines. Please send your curriculum vitae, letter of application, and names of two referees to: Dr. Dorothy Pringle, Faculty of Nursing, University of Toronto, 50 St. George Street, Toronto, Ontario M5S 3H4. Appointment date: July 1, 1998. Salary: Commensurate with qualification and experience. Application deadline: February 15, 1998. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples and persons with disabilities.

ST. FRANCIS XAVIER UNIVERSITY — Bachelor of Science (Nursing) Program. Applications are invited for one probationary tenure-track position, beginning September, 1998 pending budget approval. Salary and rank will be commensurate with qualifications and experience. St. Francis Xavier University offers a four-year, integrated, undergraduate B.Sc.N. program; a part-time, post-diploma baccalaureate program by distance education; and an innovative certificate program in continuing care which focuses on community based practice via distance education for Post RN students. Initial teaching responsibilities will be with the on-campus, B.Sc.N. program. Opportunity is also available for teaching in the distance education programs. Minimum academic preparation and qualifications include a Master's degree in Nursing, a doctorate in nursing, teaching experience at the undergraduate level, a strong practice focus in maternal/child nursing, evidence of research and scholarly productivity, and eligibility for registration with the Registered Nurses Association of Nova Scotia. The application deadline is March 15, 1998. Applicants please submit a cover letter, a curriculum vitae, a copy of current registration, and the names of three referees, including most recent employer to: Dr. Angela Gillis, Chair, Department of Nursing, St. Francis Xavier University, Box 5000, Antigonish, Nova Scotia, B2G 2W5; Fax (902) 867-2322. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to employment equity.

OCCUPATIONAL THERAPY

DALHOUSIE UNIVERSITY — School of Occupational Therapy. Faculty Positions Available — August 1998. Applications are invited for two positions: 1) Faculty Member/Coordinator of Research on Occupation: The ideal candidate will hold a PhD in a relevant field with interests in occupation and will have a proven research track record, leadership and research mentoring skills. In addition to research, the workload will include teaching and administrative duties. This is a tenure track position at the rank of associate professor. 2) Faculty Member: The ideal candidate will have a PhD or will be currently enrolled in a doctorate program and will have university teaching experience. In addition to teaching, the workload for this position will include research and administrative duties. This is a probationary tenure-track position at the rank of assistant professor. We will consider applicants for either position with occupational therapy or other backgrounds. One of the two positions will be filled by an occupational therapist. Successful applicants will link their work to a broad view of occupation in daily life, including and extending beyond paid work, particularly related to physical disability, mental health, child development, or aging. There are opportunities for full-time, part-time, joint or cross appointments in related programs. Occupational therapy applicants must be eligible for professional licensing in Nova Scotia. Salary and rank will be commensurate with qualifications and experience. These appointments are subject to budgetary approval. Dalhousie's School of Occupational Therapy is situated in a visionary Faculty of Health Professions. Started in 1982 with an honours undergraduate program, the School is launching its graduate program in 1998 through distance learning to meet Atlantic Region, national, and international needs in occupational therapy. A growing research program is diverse yet linked through interests in occupation. Halifax is a small but international, historic city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, hiking, camping, and whale watching. Applicants should forward a letter of interest, a curriculum vitae, and the names of two referees to: Dr. Elizabeth Townsend, Associate Professor and Director, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J5. For further information phone: 902-494-2615, fax: 902-494-1229, or e-mail: liz.townsend@dal.ca. Applications will be accepted until suitable candidates are identified. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.

PHARMACY

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure track position in the Faculty of Pharmacy, University of Manitoba, at the rank of Assistant Professor (starting salary range, $45,000-$52,000), effective July 1, 1998, subjers to final budget approval. Applicants should possess an undergraduate degree in Pharmacy, a PhD or Pharm. D. degree with post-doctoral Fellowship experience. The Faculty has identified three research priorities. Drug use and Effectiveness in Geriatrics; Drug Disposition; Antibiotic Action and Resistance. The duties will include teaching in undergraduate and graduate courses, establishing clinical and/or basic independent and collaborative research programs and supervising graduate students at both the Masters and PhD level. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba. The baccalaureate program is 5 years in length (1+4) leading to the degree of B.Sc. (Pharm). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citi-

University of Alberta
Edmonton

Chair, Department of Biochemistry

Faculty of Medicine and Oral Health Sciences

The Faculty of Medicine and Oral Health Sciences of the University of Alberta is looking for an outstanding scientist and leader to Chair the Department of Biochemistry, located in the medical Science's Building of the Walter Mackenzie Health Sciences Complex. This appointment offers the successful candidate a superb opportunity for recruitment to an already strong Department. With 21 faculty, the Department supports an active graduate program and enjoys a complement of postdoctoral fellows and research associates. This is an exceptional opportunity to lead a prominent Department with a record of excellence in research in a collaborative and open academic environment.

The Department is one of the strongest research units in the Faculty and is home to the MRC Groups in Protein Structure and Function and in Membrane Structure and Function, has strong links to the Protein Engineering Network of Centres of Excellence and actively participates in the Lipid Lipoprotein Research Group.

The applicant should have demonstrated administrative and leadership abilities, with a strong record of accomplishment in research and training in areas relevant to modern biochemistry. Details about the University of Alberta, Faculty, Edmonton and Province of Alberta can be found on the University's Home Page at www.ualberta.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

The start date for this position is flexible, but it is anticipated to be July 1, 1998. Interested candidates should submit a curriculum vitae outlining their current research interests and proposed future directions together with the names and addresses of three referees preferably by March 27, 1998 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Oral Health Sciences
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

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zens and permanent residents. Please send a letter of application, curriculum vitae, and a short research interest outline, along with the names of three referees to: Dr. K.W. Hindmarsh, Dean, Faculty of Pharmacy, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2; (204) 474-8794, Fax (204) 474-7116; E-Mail: Wayne_Hindmarsh@UManitoba.CA. Applications will be accepted until March 15, 1998.

PHILOSOPHY

SAINT MARY'S UNIVERSITY — Philosophy Department. Saint Mary's University invites applications for a tenure-track position in the Department of Philosophy. The successful candidate will have a PhD in philosophy and be qualified to teach courses in the History of Western Philosophy. Competence in Medieval Philosophy is desirable. Please send letter of application, curriculum vitae, three letters of reference and samples of scholarly work to: Dr. Shelagh Crooks, Chair, Department of Philosophy, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia B3H 3C3; fax: (902) 420-5181. Deadline for applications is March 6, 1998. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website www.stmarys.ca

MCGILL UNIVERSITY — Nine-month sessional appointment(s), subject to budgetary approval. Candidates should have a PhD, teaching experience, and be prepared to teach introductory courses as well as intermediate or advanced courses in either ethics/political philosophy or epistemology/metaphysics. Applications, including graduate transcript, letters of reference, evidence of teaching ability, course outlines, and a written sample of research, must be received by March 16. Address: Appointments Committee (Sessional), Department of Philosophy, McGill University, 855 Sherbrooke Street West, Montreal, Quebec H3A 2T7. McGill is committed to equity in employment.

UNIVERSITY OF VICTORIA — The Department of Philosophy at the University of Victoria invites applications for a sessional appointment at the junior level to begin 1 September 1998 to run Sept 1, 1998 - April 30, 1999 and September 1, 1999 - April 30, 2000 with the possibility of teaching summer courses subject to demand. Preference will be given to applicants with a PhD, teaching experience, and a sound research program. The Department is particularly interested in candidates having expertise in Aristotle and/or 19th century philosophy (including some of the following: Bradley, Mill, James, Royce, Peirce, Hegel, Schopenhauer, Frege, Meinong, Brentano or similar figures). The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In consideration of the current gender imbalance in the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizens or permanent resident applies. Applications, and c.v. should be sent to: The Chair, Department of Philosophy, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. Applicants should arrange for three letters of reference to be sent directly to the Chair. Submissions deadline, inclusive of letters of reference, is 3 March 1998.

PHYSICAL EDUCATION

BROCK UNIVERSITY — The Department of Physical Education invites applications for a tenure track position at the rank of Assistant Professor effective July 1, 1998, subject to final budgetary approval. As the physical education degree program at Brock focuses on the principles of Rudolf Laban, we are seeking candidates with the ability to contribute to the area of movement education, e.g., educational gymnastics, or developmental games. In addition, candidates with a demonstrated area of research in movement studies will be given higher priority. Applicants must have a doctorate (or near completion) and expertise in special populations, sociology, or sport psychology. The closing date for applications is February 27, 1998. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and the names of three referees to: Dr. Nancy Murray, Chair, Department of Physical Education, Brock University, St. Catherines, ON, Canada L2S 3A1; E-mail: nmurray@ainie.pec.brock.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in physical education faculty; qualified women and men are equally encouraged to apply.

TRINITY WESTERN UNIVERSITY — Tenure-track position available in Physical Education at the Assistant Professor rank beginning August, 1998. Doctorate required. Preference will be given to candidates qualified to teach in the areas of adapted physical activity, socio-cultural aspects of sport/leisure, research methods, growth and development, health and fitness, recreation theory as well as a variety of practical activity courses. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and Community Standards. C.V.'s and letters of reference should be addressed to Dr. Bob Burkinshaw, Dean, Faculty of Social Sciences and Education, Trinity Western University, 7600 Glover Road, Langley, B.C. V2Y 1Y1; Phone 604-888-7511; Fax 604-513-2010; email burkrsh@twu.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

THE UNIVERSITY OF VICTORIA is pleased to announce that applications are now being accepted for a two-year limited-term appointment at the rank of Assistant Professor in the School of Physical Education. The appointment will be effective July 1, 1998, and will be in the area of either Leisure Service Administration or Pedagogy or Kinesiology. The salary range is $45,000.00-47,000.00 based on qualifications. General Qualifications: Doctoral degree and evidence of effective teaching skills. Preference will be given to the candidate who best fits the teaching needs of the School. The Bachelor of Arts, Leisure Service Administration program is an interdisciplinary degree specializing in the administration and management of leisure services using a co-operative education model. The Bachelor of Education (B.Ed.) program, at either the Secondary or Elementary level, is primarily designed for the preparation of teachers. Candidates should have teaching experience in the public school system, be prepared to supervise student teachers, and have the ability to teach courses in elementary and/or secondary teaching methods. The Kinesiology program offers a B.Sc. degree with a focus on health and wellness. All programs have a focus on active living. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadians and permanent residents of Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. Applications, including a curriculum vitae and the names, addresses and phone numbers of three referees should be submitted by April 15, 1998 to: Dr. David Docherty, Director, School of Physical Education, University of Victoria, P.O. Box 3015 Stn CSC, Victoria, BC V8W 3P1; Telephone: (250) 721-8375; Fax: (250) 721-6601; E-mail: docherty@uvic.ca.

PHYSICAL EDUCATION & ATHLETICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — School of Physical Education and Athletics. Applications are invited for two full-time, tenure-track appointments at the Assistant Professor level (pending funding) in the School of Physical Education and Athletics, Memorial University of Newfoundland. The School of Physical Education and Athletics offers three outstanding degree programs: Bachelor of Physical Education (Co-operative), Bachelor of Recreation (Co-operative) and a Master of Physical Education. The Bachelor of Physical Education degree has two course routes: teaching (for those students planning on pursuing a B.Ed. degree), and general (for those interested in administration of physical activity and sport programs). The BPE program is currently under review, and new faculty members would be expected to contribute toward the design of a new program. The Bachelor of Recreation is a new degree program which combines theoretical and practical coursework in recreation and leisure studies and a minor in business. Both undergraduate degree programs offer a faculty supervised international study experience, and a series of co-operative work term experiences. Students and faculty in the School of Physical Education have access to research, teaching and recreation facilities, including a strength and conditioning centre, a 50 metre Olympic pool, a water-sport facility, and a new fieldhouse complex slated for completion in 2000. The successful candidates will have a PhD (or be nearing completion) in the specific or related academic discipline, and have experience in teaching and research at the university level. The successful candidates will be expected to pursue a program of active research. Position A: Recreation and Leisure. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: recreation administration, facility management, strategic planning, entrepreneurism, recreation delivery systems, tourism, aging, and disability. Position B: Exercise Science. Candidates should be competent to teach undergraduate and graduate courses in several of the following areas: biomechanics, ergonomics, motor learning, growth and development, and be willing to contribute in the instruction of physical activity courses. Salary will be in accordance with the university's collective agreement, is based on qualification and experience, and will be within the range of $35,192 to $49,182. Applications will be accepted until the positions are filled. Review of applications will begin March 1, 1998. Applications received before this date will be assured of consideration. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Letters of application should be accompanied by a curriculum vitae and the names of three referees. Send applications for Recreation and Leisure position to: Dr. T.A. Loeffler, Chair, Recreation & Leisure Search Committee, School of Physical Education & Athletics, Memorial University of Newfoundland, St. John's, NF A1C 5S7; Phone: (709) 737-8670; Fax: (709) 737-3978; Email: tloeffle@morgan.ucs.mun.ca. Send applications for Exercise Science position to: Dr Basil Kavanagh, Chair, Exercise Science Search Committee, School of Physical Education & Athletics, Memorial University of Newfoundland, St. John's, NF A1C 5S7; Phone: (709) 737-8676; Fax: (709) 737-3979; Email: basilk@morgan.ucs.mun.ca. For information on Memorial University and the School of Physical Education and Athletics, visit http://www.mun.ca. Memorial University is committed to employment equity.

PHYSICS

QUEEN'S UNIVERSITY — Engineering Physics. Queen's University invites applications for two tenure-track positions at the Assistant Professor level. The preferred starting date is 1 July 1998. Applicants must have a PhD, or equivalent experience, and must be, or be qualified and committed to become, a registered professional engineer in Canada. Appropriate industrial and teaching experience is desirable. The appointees will be expected to provide instruction in the Engineering Physics Program, to establish a strong program of research and graduate student supervision with links to industry, and to participate in administrative duties. The salary offered will be

DIRECTOR OF MARKETING

University of Lethbridge

Responsible to the Associate Vice-President (Academic), the incumbent will be responsible for development and implementation of an appropriate domestic and international marketing strategy in the context of a liberal arts university.

A variety of staff report to this position including the Institutional Recruitment office, Scholarship office, Communications and Public Relations, and International Liaison office. There will also be interaction with other departments involved with the overall marketing initiatives of the Institution.

The incumbent will have a graduate degree in an appropriate discipline, at least 15 years professional experience in the field and the proclivity to work in a growing academic institution where teaching, research and scholarship are critical.

Significant experience at the Senior Management level is required as are strong oral and written communications skills, and interpersonal skills.

Qualified candidates are invited to apply in writing and are asked to include a detailed resumé and salary expectations, by **March 13, 1998**. The University offers a competitive compensation package with a full range of benefits. Applications should be sent to: **Dr. Shamsul Alam, Associate Vice-President (Academic), The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Fax (403) 329-2097; E-Mail Alam@uleth.ca**

The University is an equal opportunity employer.

Université de Regina • University of Regina
Professeur(e) adjoint(e) — Français
Assistant Professor — French

Le Département de français de l'Université de Regina sollicite des candidatures à un poste de Professeur(e) adjoint(e), menant à la permanence, à compter du 1er juillet 1998. L'attribution de ce poste est sujette à l'approbation du budget. La personne choisie assurera des cours de langue et de linguistique aux premier et deuxième cycles, et pourrait être appelée à assumer la charge d'un cours avancé en traduction (de l'anglais au français). L'expertise dans un ou plusieurs des domaines suivants: lexicologie et lexicographie, phonétique et phonologie, morphologie et syntaxe, stylistique, esthétique, serait un atout. Les critères d'admissibilité sont le doctorat, avec spécialisation en linguistique ou en traduction française, une solide expérience en enseignement du français langue seconde au niveau universitaire, une parfaite maîtrise du français oral et écrit, un dossier de publications et des activités de recherches dans ses domaines de compétence. Prière d'adresser sa lettre de candidature, son curriculum vitae complet et à jour, ses relevés de notes, ainsi que le nom de trois répondants à: **Dr. Murray Knuttila, Doyen, Faculté des Arts, Université de Regina, Regina, Saskatchewan, S4S 0A2** avant **le 30 mars 1998**. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université de Regina respecte une politique d'équité en matière d'emploi.

The Department of French at the University of Regina invites applications for a tenure-track position at the Assistant Professor level, starting July 1, 1998. The appointment is subject to availability of funds. The successful candidate will be expected to teach courses in language and linguistics at the undergraduate to honours level, and possibly an advanced course in translation (from English to French). Expertise in any or all of the following: lexicology and lexicography, phonetics and phonology, morphology and syntax, stylistics, aesthetics, would be an advantage. Requirements: PhD in French linguistics or translation, solid background in teaching French as a second language at the university level, native fluency in oral and written French, a record of scholarly research and publication in an area of specialization. Applicants should submit a complete and updated curriculum vitae, undergraduate and graduate transcripts, and arrange for the forwarding of three letters of recommendation to: **Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina Saskatchewan, S4S 0A2**. Closing date for applications is **March 30, 1998**. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

Assistant Professors
School of Public Administration

The School of Public Administration offers programs of studies leading to the degree of Master of Public Administration and a Diploma in Public Sector Management. The MPA is a multidisciplinary program and is intended for practising or prospective managers who wish to acquire or update the necessary skills for effective and responsible public sector management and policy analysis. The DPSM is a distance education program intended for mid-level managers in the public sector.

Applications are invited for a limited term and a visiting position (1 or 2 years) at the Assistant Professor level. One position requires an economist with teaching and research experience in finance and accounting. The second requires a discipline background in the social sciences with teaching and research experience in local government.

The 1998/99 salary floor for Assistant Professors is $45,000 per annum. The actual salary of the successful candidates may vary depending on experience. Work experience in the public sector is a distinct asset for all positions.

A PhD or equivalent degree is preferred for the positions.

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program. Women, aboriginal people, persons with disabilities, and members of visible minorities are particularly encouraged to apply. Applications containing a current curriculum vitae should be submitted to the Acting Director of the School by **March 15, 1998**. In addition, applicants should arrange for three letters of reference to be sent directly to:

Dr. Brian Wharf
Acting Director
School of Public Administration
University of Victoria
P.O. Box 1700
Victoria, BC V8W 2Y2

ph: (250) 721-8054
fax: (250) 721-8849

http://www.uvic.ca
lborody@hsd.uvic.ca

UVIC UNIVERSITY OF VICTORIA

Department of Astronomy **University of Toronto**

Assistant Professor
Tenure Track Faculty Position

The Department of Astronomy will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of July 1, 1998. This is one of four appointments being made in Astronomy and Astrophysics in the Departments of Astronomy and Physics, and in the Canadian Institute for Theoretical Astrophysics (CITA). Currently, there are 17 faculty members in Astronomy and CITA together.

We seek candidates with a PhD in Astronomy or Physics with proven or potential excellence in both research and teaching. Preference will be given to researchers in the fields of galaxies and cosmology. The successful candidate will be expected to conduct an independent program of outstanding observational research and to participate in undergraduate and graduate teaching and supervision. This appointment is made possible through the Canadian Institute for Advanced Research program in Cosmology and Gravity, and the successful candidate may be invited to participate in this program. Salary will be commensurate with qualifications and experience. We invite prospective candidates to visit our home page at http://www.astro.utoronto.ca/

Applications, including a curriculum vitae and three letters of reference, should be sent as soon as possible, and will be accepted up until **February 28, 1998.** Applications should be sent to: **Professor E.R. Seaquist, Chair, Department of Astronomy, University of Toronto, 60 St. George Street, Toronto, Ontario M5S 3H8 CANADA.**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ENGINEERING for the ENVIRONMENT

The Department of Civil Engineering invites applications for a three-year term certain appointment starting September 1, 1998. Subject to continued programme funding, the appointment may later be converted to tenure track. The successful candidate will be appointed at the Assistant Professor rank in the Department with an adjunct appointment with the Faculty of Environmental Design.

An ideal candidate will have completed a PhD in an area relevant to Environmental systems modelling related to industrial environmental problems. Applicants should be eligible for registration as PEng. A demonstrated ability to work in multi-disciplinary research teams will be an asset.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity.

Applications, including a curriculum vitae with the names and addresses of three referees, must be sent by March 20, 1998, to:

N. G. Shrive, Head
Department of Civil Engineering
University of Calgary
2500 University Drive N.W.
Calgary, Alberta, Canada T2N 1N4
Fax: (403)282-7026
E-mail: shrive@aes.ucalgary.ca

UNIVERSITY OF CALGARY

www.ucalgary.ca

commensurate with qualifications and experience. The primary selection criterion will be the quality of the candidates as judged against our goals of preparing students for careers in high technology industry and research, and of enhancing our research at the interface between basic science and its application to emerging technology. Currently the department has major applied physics research groups involved in the development of non-destructive inspection techniques and applied magnetics, and in materials research where ceramic, thin film, ferroelectric and electronic devices are prepared and characterized for application. For one of the appointments, candidates with an interest in instrumentation and materials research will be preferred. Other research in the department includes studies of polymers, surface and interface physics, neutron scattering, electronic structure of materials, radio and optical astronomy, and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the Department and University is available on the World Wide Web at: http//www.physics.queensu.ca/. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Dr. James R. Leslie, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6, Tel: (613) 545-2706, Fax: (613) 545-6463, e-mail: jobep@physics.queensu.ca. Review of applications will begin on March 15, 1998 and continue until the positions are filled.

PHYSICS & ASTRONOMY

BRANDON UNIVERSITY — Department of Physics & Astronomy. Subject to final budgetary approval, applications are invited for a full-time, two-year limited term appointment at the level of Lecturer in the Department of Physics & Astronomy with a starting date of July 1, 1998. Applicants should possess at least a Masters in Physics or a related area. We are looking for an individual with a proven record of undergraduate teaching. The successful candidate will be given the opportunity to pursue a research program. The present salary for a Lecturer is $33,397 to $43,037 with appointment level being commensurate with qualifications and experience. Applications should be submitted with a copy of the curriculum vitae, including a summary of teaching and research interests and official transcripts. Applicants should arrange for three letters of reference to be forwarded to: Dr. A.F. Gulliver, Chair, Department of Physics & Astronomy, Brandon University, Brandon, Manitoba, R7A 6A9; Fax: (204) 728-7346; e-mail: gulliver@brandonu.ca. The closing date for applications is March 31, 1998 or until the position is filled. In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO — The Department of Political Science at the University of Toronto invites applications for a tenure track position in the field of Comparative Politics - Asia. The position will be at the rank of Assistant Professor beginning July 1998. Applicants should have strong theoretical and methodological grounding in political science and regional expertise in Asia, as well as appropriate language skills. Applicants should show promise of superior research ability as well as the potential to provide excellent undergraduate and graduate teaching. Applicants must have a PhD or be near completion. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applicants should ask 3 referees to send letters of recommendation under separate cover to the address below. Applicants should also send a curriculum vitae, a teaching dossier, and a statement outlining present and future research interests to: Professor Robert C. Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto Ontario, M5S 3G3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: March 2, 1998

POLITICS

BROCK UNIVERSITY — The Department of Politics at Brock University invites applications for two nine-month limited term appointments, beginning August 15, 1998, at the rank of Assistant Professor, subject to final budgetary approval. The first position is in Canadian Politics and Research Methods; the second in Canadian Public Administration and Public Policy. A completed Ph.D. is preferred, together with evidence of teaching ability and scholarly promise. In addition to undergraduate teaching, the appointees will be expected to be engaged in research and scholarly activity and to participate in the administrative affairs of the department. Applicants should submit, by April 15, 1998, a curriculum vitae and the names and addresses of three referees to Professor Gerald Dirks, Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1 (Tel: 905-688-5550, Ext. 3476; Fax: 905-988-9388; E-mail: gdirks@spartan.ac.BrockU.ca). In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply

PSYCHOLOGY

MCMASTER UNIVERSITY — Behavioral Neuroscience. The Department of Psychology at McMaster University seeks applications for a position as Assistant Professor commencing July 1, 1998, subject to final budgetary approval. We seek a candidate who holds a PhD and who is conducting research in an area of behavioral neuroscience that will complement one or more of our current strengths in neural plasticity, perceptual development, cognition, computational neuroscience, and animal behavior. Appropriate research interests include, for example, cognitive neuroscience/neuropsychology, the physiology of memory, sensory physiology, the physiology of motivation/emotion, neuroethology, and computational neuroscience. The candidate would be expected to teach in the area of neuropsychology, as well as a laboratory course in neuroscience. This is initially for a 3-year contractually-limited appointment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women. To apply, send a curriculum vitae, a short statement of research interests, a publication list with selected reprints, and three letters of reference to the following address: Prof. Ron Racine, Department of Psychology, McMaster University, Hamilton, Ontario, Canada L8S 4K1.

ATHABASCA UNIVERSITY — Canada's Open University. Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following position: Assistant Professor in Counselling/Clinical Psychology (tenure-track). Teaching responsibilities associated with the position include courses in Introduction to Counselling, Personality and Abnormal Psychology. Applicants for the position should have a PhD in counselling/clinical psychology, have relevant teaching experience, show promise of developing a program of research, have an excellent record of adherence to ethical standards in teaching, research, and practice, and be chartered as a psychologist in Alberta or be eligible for chartering. The selected candidate will develop print-based and internet-based course packages for use by distance learners and play a key role in expanding our counselling program at the undergraduate level and, potentially, at the Master's level, where the emphasis will also be on counselling psychology. Assets for the position include experience in distance education and computer skills, especially as applicable to the use of computers in teaching. Preferred candidates will be innovators in education who value a philosophy of open education and have a commitment to adult learners. Further information may be obtained about the Psychology position from Dr. Lyle Grant on e-mail lyle@ca.athabascau.ca, Chair, Centre for Psychology. Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 kilometres north of Edmonton. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Remes, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail LINDAR@admin.athabascau.ca. Closing date for this position is February 28, 1998.

RECREATION & LEISURE STUDIES

BROCK UNIVERSITY — The Department of Recreation and Leisure Studies invites applications for a tenure track position at the Assistant Professor level effective July 1, 1998, subject to final budgetary approval. Candidates should have a doctorate in recreation and leisure studies, or a related field, and have expertise in outdoor recreation (e.g., resource management, adventure recreation, ecotourism, parks, heritage interpretation, and outdoor education). Preference will be given to applicants who can also teach classes in the leisure studies area. Candidates will be expected to teach and conduct research in their area of expertise. A letter of application, a curriculum vitae, and the names of three referees should be submitted to Dr. J. Laisen, Chair, Department of Recreation and Leisure Studies, Faculty of Physical Education and Recreation, Brock University, St. Catharines, Ontario, L2S 3A1; e-mail: jlansen@arnie.pec.brocku.ca. Closing date for applications is February 27, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RELIGIOUS STUDIES

UNIVERSITY OF CALGARY — Endowed Professor of Christian Thought, Department of Religious Studies. The Department of Religious Studies, and the Chair of Christian Thought, at The University of Calgary invite applications for a five year term specific position at the Associate Professor level for an endowed Professorship of Christian Thought. The proposed starting date is July 1, 1998. The Chair of Christian Thought represents a unique collaboration between the University and the Christian communities in Calgary. The Department of Religious Studies promotes a multi-disciplinary approach to the study of religion: eastern; western; and the nature of religion. The PhD programme offers study in three additional areas: texts and commentaries; history of religious movements and institutions; and interpretations of religion. The successful candidate will have a PhD or equivalent, a strong academic record, and ability to supervise graduate students. Along with teaching (at both the undergraduate and graduate levels) and research, the candidate's duties will include creating and directing lectureships and other community related activities in cooperation with the faith communities sponsoring the Chair of Christian Thought and its Advisory Committee. Area of competence in Christian Thought is open. Initial salary range

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Pediatric Cardiologist

The Department of Pediatrics at McMaster University and the Children's Hospital in the Hamilton Health Sciences Corporation are seeking a pediatric cardiologist with a strong interest and skills in patient care and teaching. The successful candidate will share responsibility for comprehensive clinical services and will participate fully in the educational programs of the University and the Hospital.

Applicants must be eligible to practice in the Province of Ontario and hold certification in Pediatric Cardiology or Pediatrics from the Royal College of Physicians and Surgeons. They should have completed accredited training in Pediatric Cardiology. Academic rank will be commensurate with training and experience.

Please submit inquiry, a curriculum vitae, and the names/addresses of three references by **March 6, 1998**, to: **Dr. J. Holland, Chair, Department of Pediatrics, McMaster University, Faculty of Health Sciences, HSC 3N27F, 1200 Main Street West, Hamilton, Ontario L8S 4J9**

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McMaster University and the Hamilton Health Sciences Corporation are committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

"An equal opportunity employer"

HAMILTON HEALTH SCIENCES CORPORATION

McMaster University

Doctoral Fellowships in Human Rights

St. Thomas University is a small, Catholic, liberal arts university where excellence in undergraduate teaching is an institutional priority. The University invites applications for the 1998-99 Doctoral Fellowships in Human Rights for the period of September, 1998 to June, 1999. The fellowships are non-renewable and made available by the University under the auspices of its Chair of Studies in Canadian Citizenship and Human Rights located in the University's Atlantic Human Rights Centre.

Applicants will have completed all course work and residence requirements for the doctoral degree in a related discipline, in which human rights issues were the principle focus of study or research. Candidates should have passed all preliminary examinations and completed research for the dissertation, and can reasonably expect to finish the doctorate during the year of the fellowship. The Doctoral Fellows will be expected to teach a maximum of one undergraduate course and participate in the activities of the Centre. Each holder of the 1998-99 Doctoral Fellowship will receive $19,000 with an allowance of $1,000 to cover moving and other related research expenses. A maximum of two fellowships may be awarded.

Applications including a curriculum vitae and three letters of reference should be sent to: ***Dr. Noel A. Kinsella, Director, Atlantic Human Rights Centre, St. Thomas University, Fredericton, NB, E3B 5G3.*** The closing date for receipt of applications is ***April 30, 1998.***

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, aboriginal persons, members of visible minority groups, and persons with disabilities.

St. Thomas University
LEADERS IN LIBERAL ARTS EDUCATION
Intimate • Dynamic • Challenging

DALHOUSIE UNIVERSITY
Chief Law Librarian

The Dalhousie University Law School invites applications and nominations for the position of Chief Law Librarian, commencing July 1, 1998.

Dalhousie Law School's Dunn Library has a collection of approximately 190,000 volumes, an operating budget of over $1 million, and a staff of 4 professional librarians (in addition to the Chief Librarian), 14 full-time staff and 2.5 FTE employees. A leader in information technology and interuniversity cooperation, the Dunn Law Library is, together with the Dalhousie University Library, a founding member of Novanet, a consortium of eight universities with the goal of enhancing access to information and knowledge through cooperation for the benefit of their user communities.

The Dunn Law Library serves the needs of the School's 35 faculty, 450 LL.B. students, and 30 graduate students, and is an important resource for members of the legal profession in Atlantic Canada.

The Chief Law Librarian is responsible for: the management, planning and development of the Library's services, programs, and collections; the management of the Library's budget and allocation of financial and human resources; the direction and development of library staff; and the fostering of collaborative relationships with faculty, students and staff. The Chief Law Librarian should also be capable of teaching in the first year legal research and writing program.

The successful candidate must have an M.L.I.S. from an accredited library school; approximately ten years experience in a law library; proven supervisory or administrative skills; experience with automated information systems; strong interpersonal and communication skills; a thorough familiarity with the role of a research library, the changing nature of information management, and the role of information technology in legal research. An LL.B. or any graduate degree is an asset.

The Chief Law Librarian reports directly to the Dean of the Faculty of Law. Nominations and applications, including a curriculum vitae and the names of three referees should be sent by **February 27, 1998** to:

Dawn Russell, Dean
Faculty of Law
Dalhousie University
6061 University Avenue
Halifax, NS B3H 4H9
Phone: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, racially visible persons and persons with disabilities.

University of Alberta
Edmonton

Chair, Department of Pharmacology
Faculty of Medicine and Oral Health Sciences

The Faculty of Medicine and Oral Health Sciences, University of Alberta invite application for a full-time tenured position as Chair of the Department of Pharmacology. The successful candidate will be an internationally recognized pharmacologist, clinical pharmacologist, or have equivalent training in a related field. The individual will provide dynamic and innovative leadership, complement the excellent ongoing research and teaching endeavors within the Department, and maintain a strong research program. The Alberta Heritage Foundation for Medical Research provides an ideal opportunity to establish new initiatives and attract outstanding investigators. The opportunity also exists to develop research themes within a proposed research institute in the Faculty.

Details about the University of Alberta, Faculty, Edmonton and Province of Alberta can be found on the University's Home Page at www.ualberta.ca.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

The start date for this position is flexible, but it is anticipated to be July 1, 1998. Interested candidates should submit a curriculum vitae outlining their current research interests and proposed future directions together with the names and addresses of three referees by March 27, 1998 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Oral Health Sciences
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
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CLASSIFIEDS

for this position is $50,000 to $55,000. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications will be accepted until March 13, 1998. Applicants should send a curriculum vitae and a statement explaining their interest in the position, and request three referees send letters of reference to: Wayne O. McCready, Head, Department of Religious Studies, The University of Calgary, Calgary, Alberta T2N 1N4

RURAL ECONOMICS

UNIVERSITY OF ALBERTA — The Department of Rural Economy, one of four departments in the Faculty of Agriculture, Forestry and Home Economics, University of Alberta, invites applications for an Assistant Professor for a one-year term position in agricultural production economics/management. Qualifications are: PhD in economics or agricultural economics, specializing in agricultural production economics, finance or management. The Assistant Professor salary range is $39,450 to $55,882. The position is available July 1, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae and the names of three referees should be sent to: Mel Leroh, Acting Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, T6G 2H1 by March 1, 1998 The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

SOCIAL & NATURAL SCIENCE

UNIVERSITY OF VICTORIA — Faculty of Education, Science Education. The Department of Social and Natural Sciences wishes to make a two year, full-time, limited-term appointment in elementary science education at the assistant professor level. The majority of the teaching responsibility will be teaching elementary science methods courses. Potential candidates should have a PhD or Ed.D. A science background in the area of physics and chemistry would be an asset. Primary or early intermediate teaching experience is highly desired. A research agenda in science education in the elementary school is desirable. The successful candidate will have the option of supervising student teachers. The salary range will be $45,000-$47,000 depending on qualifications. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal people. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications, which should include curriculum vitae, names of three referees and official transcripts of university course work, should be received no later than March 31, 1998. Send or fax applications to: Dr. Gloria Snively, Chair, Department of Social and Natural Sciences, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria BC V8W 3N4; Fax• (250) 472-4616.

SOCIAL WORK

WILFRID LAURIER UNIVERSITY — The Faculty of Social Work at Wilfrid Laurier University invites applications for two tenure-track and two limited-term faculty positions (subject to budgetary aposoval) for appointments commencing July 1, 1998. Candidates should have a completed graduate degree in social work and strong preference will be given to those who have completed or are near completion of a doctoral degree. We are seeking candidates with demonstrated competency in teaching, a promising publication record, and a program of research. Identified teaching area needs include: community development, clinical practice with families and groups, diversity issues, and research design and data analysis (quantitative and qualitative). The Faculty has programmes at graduate levels only and appointees will be expected to teach and supervise research at the master's and doctoral levels. Priority for one tenure-track position is experience in grassroots community development and the ability to teach in the areas of community practice skills and working with small groups. An interest in and focus on international work and diversity issues would be assets for this position. Priority for the other tenure-track position is experience in and the ability to teach clinical practice with families. The ability to teach group work and a focus on diversity issues would be assets for this position. Appointment will be at rank and salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The university is committed to employment equity and invites applications from women, visible minorities, aboriginal persons, and persons with disabilities. Applicants should send a curriculum vitae, copies of recent publications, a statement of teaching and research interests, and three letters of reference to: Dr. Jannah Mather, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON, Canada N2L 3C5. Applications will be accepted until March 20, 1998, or subsequently, until the positions are filled.

SOCIOLOGY

UNIVERSITÉ D'OTTAWA — Departement de sociologie. Deux postes de professeur(e)s régulier(ère)s menant à la permanence à partir du 1er juillet 1998 (sujet à approbation budgétaire). Tâches d'enseignement et de recherche. Le département en plus d'offrir un enseignement varié à près de 800 étudiant(e)s de 1er cycle ouvre ses programmes de recherches de 2e cycle principalement autour des questions du développement, de la sociologie politique, des groupes minoritaires et des rapports sociaux de sexe. Exigences: Doctorat, expérience d'enseignement, publications, bilinguisme actif. Veuillez faire parvenir avant le 27 février 1998 votre curriculum vitae accompagné d' une lettre de présentation et d' une publication. Trois lettres de recommandation doivent être envoyées directement à: Ann Denis, Directrice, Departement de sociologie, Université d'Ottawa, 550 rue Cumberland, C.P. 450, Succ. A, Ottawa, Ontario, K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi. Le département encourage les femmes et les membres des communautés minoritaires à présenter leur candidature.

STATISTICS

YORK UNIVERSITY — Faculty of Arts, Department of Mathematics and Statistics. Applications are invited for a one-year contractually limited appointment for 1998-99 at the Assistant Professor level in the Department of Mathematics & Statistics, with a possible extension to a second year, to commence on 1 July, 1998, subject to budgetary approval. The successful applicant must have a Ph.D. and is expected to show evidence or promise of good quality teaching and research in Statistics. The selection process will begin April 13. Applicants should send resumes and arrange for three letters of reference to be sent directly to George L. O'Brien, Chair, Department of Mathematics & Statistics, York University, 4700 Keele St., Toronto, Ontario, Canada M3J 1P3. FAX (416)-736-5757, e-mail: chair@mathstat.yorku.ca. York has a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for one or more Post-Doctoral positions in Statistics. Successful applicants will work with members of the Department on research problems in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in Statistics or closely related area at the time the appointment begins. Appointment may begin July 1, 1998 or later. The closing date for applications is February 28, 1998. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

SURGERY

UNIVERSITY OF MANITOBA — The Department of Surgery, Faculty of Medicine, University of Manitoba, Health Sciences Centre and St. Boniface General Hospital is searching for a contingent geographical full-time Head of the Section of Plastic Surgery. The responsibilities include the coordination of clinical services, as well as organization and supervision of undergraduate medical education and post-graduate training. The incumbent shall foster research initiatives. The program incorporates a rich mix of acute and elective plastic surgery. The Department of Surgery has a Masters of Science Program and PhD qualifications are provided in associated specialties. Candidates must have Senior Specialty qualifications in Plastic Surgery in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons in Manitoba. Eligibility for, or certification in, Plastic Surgery by the Royal College of Physicians and Surgeons of Canada is preferred. Specific requirements include the following: substantial record of academic achievement in Plastic Surgery with extensive experience in teaching and research; proven administration experience in an academic environment; demonstrated constructive skills in interpersonal relations and communication. Remuneration and academic rank will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply, enclosing a curriculum vitae in writing to: Dr. L. Oppenheimer, Professor and Head, Department of Surgery, Health Sciences Centre, GF 547-820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is February 28, 1998. Position number: AEY359

UNIVERSITY OF MANITOBA — The Department of Surgery at the University of Manitoba, Health Sciences Centre and St. Boniface General Hospital is seeking a Head for the Section of Vascular Surgery. This is a geographical full-time contingent position and requires a forward thinking individual with strong administrative skills. The section currently has 2 full-time members, and has major programs in provincial patient care delivery, undergraduate and postgraduate teaching

CAUT ACPPU BULLETIN

PUBLISHER'S STATEMENT

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

DÉCLARATION DE L'ÉDITEUR

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

APR	MAY	JUNE
CLASSIFIED Mar 6/98 • 12 pm	CLASSIFIED Apr 7/98 • 12 pm	CLASSIFIED May 8/98 • 12 pm
DISPLAY Mar 13/98 • 12 pm	DISPLAY Apr 14/98 • 12 pm	DISPLAY May 15/98 • 12 pm

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

AVR	MAI	JUIN
PETITES ANNONCES 6 mar/98 • 12h00	PETITES ANNONCES 7 avr/98 • 12h00	PETITES ANNONCES 8 mai/98 • 12h00
GRANDES ANNONCES 13 mar/98 • 12h00	GRANDES ANNONCES 14 avr/98 • 12h00	GRANDES ANNONCES 15 mai/98 • 12h00

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separation to be supplied by advertiser.

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

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MAIL TO: Bulletin Circulation, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2

and research. Candidates must have specialty qualifications in vascular surgery in the country of current practice and must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification in Vascular Surgery by the Royal College of Physicians and Surgeons of Canada is preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary and rank will be commensurate with experience and academic qualifications. Applications should be accompanied by a curriculum vitae and list of publications as well as the names of three references. Please send correspondence to: Dr. L. Oppenheimer, Professor and Head, Department of Surgery, Health Sciences Centre, GF547-820 Sherbrook Street, Winnipeg, Manitoba, R3A 1R9. Closing date for receipt of applications is February 28, 1998. Position number: AER 100.

THEATRE

CONCORDIA UNIVERSITY — Faculty of Fine Arts, The Department of Theatre is seeking a tenure-track appointment to teach primarily in the area of Design for the Theatre at the level of Assistant Professor. The department consists of 10 full-time faculty, 15 part-time faculty, 8 full-time professional staff and 160 students. We offer three BFA Specialization programmes: Design for the Theatre, Drama in education and Theatre Performance as well as a Major in Theatre, a Joint Specialization in Playwriting and a Minor. The Department is moving towards new, more integrated programmes with a greater emphasis on student autonomy, personal creativity, initiative and collaboration. We currently operate three theatres in Montreal. The Department wishes to encourage applications from artists/teachers who seek consensus in decision making and prefer to work collaboratively while respecting diverse views. Teaching responsibilities include design and realization (technical) courses as well as production supervision. The new curriculum introduces more large enrolment classes to the Department; therefore, the ability to communicate with a large audience would be advantageous. In addition to teaching, responsibilities include scholarly research or creative activity, administrative and committee work. Faculty are encouraged to maintain an active creative and professional life outside the university. Qualifications include a Masters or PhD degree in a field of theatre practice or scholarship. Training, experience and demonstrated teaching ability in design for the theatre are also desired. Depending on qualifications and experience, other types of courses such as script analysis, theatre history or directing may be assigned. The candidate should also possess excellent administrative, interpersonal skills and collegiality. Applicants must include a curriculum vitae, cover letter and 3 or 4 references pertinent to teaching and professional theatre practice. Deadline for receipt of applications is March 1, 1998. Please address your submissions to: Search Committee, Department of Theatre, Concordia University 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6 Canada. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY — The Department of Theological Studies invites applications for two (2) limited term appointments at the rank of Lecturer or Assistant Professor for the period of August 15, 1997 to May 31, 1999. (Subject to budgetary approval.) These positions could be renewed for a second year appointment. Candidates would be prepared to offer courses at the introductory and advanced level of undergraduate study and also to teach and direct research at the M.A. level. The successful candidates should possess a Ph.D. The department is searching in the area of theological ethics. Applicants must have a comprehensive background in moral theology, philosophical and medical ethics. In the area of biblical studies, preference will be given to candidates familiar with critical historical and literary methods and the integration of biblical meaning and theological discourse. Applications, including a curriculum vitae, transcripts, teaching evaluations, samples of published work and names of three referees should be sent to Dr. Sean McEvenue, Acting Chair, Department of Theological Studies, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. Tel.: (514) 848-2479; Fax.: (514) 848-4543. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

VASCULAR BIOLOGY

UNIVERSITY OF ALBERTA — The Faculty of Medicine and Oral Health Sciences at the University of Alberta proposes to develop a new research group in vascular biology led by Dr. Stephen Archer. The group will be focused on the electrophysiology of oxygen sensitive ion channels and the subcellular mechanisms of nitric oxide in the pulmonary vasculature. The group will have several openings at the Assistant Professor level. Appointees will have their primary academic appointment in the Department of Medicine or possibly an appropriate basic science department and will be expected to contribute to the teaching activities of the department. Substantial establishment funds are available through competitive application to the Alberta Heritage Foundation for Medical Research and the Medical Research Council of Canada. Applicants will be expected to obtain their own salary support through the Scholarship programs of the AHFMR and MRC. Minimum qualifications are a PhD and/or MD in an appropriate area, at least two years of postdoctoral training and evidence of a successful scientific record as trainee. Priority will be given to the following researchers: Pulmonary Vascular Physiologist — Experience in pulmonary vascular physiology interested in investigating the role of nitric oxide and potassium channels in normal and diseased pulmonary circulation. Experience with isolated perfused lungs and with the measurement of cytosolic calcium and nitric oxide are desirable. Cellular Electrophysiologist - Applicants should have expertise in patch clamping of potassium channels with experience in expression systems. Molecular Biologist/Pharmacologist — Applicants should have experience in the molecular biology of potassium channels including standard techniques currently applied to molecular biological investigations. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a curriculum vitae with a description of their independent research plans and the names of three referees who can be contacted to: Dr. Joel Weanes, Associate Dean Research, Vascular Biology Search, Faculty of Medicine and Oral Health Sciences, University of Alberta, Edmonton, Alberta, T6G 2R7, Canada. The deadline for applications is April 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

VISUAL ARTS

BROCK UNIVERSITY — Department of Film Studies, Dramatic and Visual Arts. Applications are invited for a tenure track appointment instructing multimedia, photography and computer imaging within the Visual Arts Programme, commencing July 1, 1998, subject to final budgetary approval. The Visual Arts Programme offers B.A. Pass or Honours degrees with a concentration in studio and art history. Comprised of three full-time faculty, a Visiting Artist, a slide librarian and a studio assistant, we are linked administratively to Film Studies, Theatre and Dramatic Literature and Drama in Education. The successful applicant will teach at the undergraduate level and will be expected to instruct courses in interdisciplinary studio as well as offer leadership in developing courses in photography and digital imaging. A strong commitment to teaching foundation studio is anticipated. Knowledge of video production as well as experience with catalogue or desktop production and a desire to manage on-line and/or site-specific student projects are to be considered assets. Applicants should possess an M.F.A. or its equivalent, teaching experience at the university level, an active exhibition and/or publications record and a keen knowledge of critical theory and contemporary art. Interested candidates are asked to submit a letter of application, a curriculum vitae, slides or video documentation of current work, a statement of teaching philosophy and the names of three referees to: Anne Howe, Co-ordinator, Department of Film Studies, Dramatic and Visual Arts, Brock University, St. Catharines, Ontario, Canada L2S 3A1; ahowe@spartan.ac.brocku.ca Subject: Visual Arts Position; Fax # 905-688-2789. Applications must be received by March 31, 1998. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified men and women applicants are equally encouraged to apply. The position is dependent upon continued university funding. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WOMEN'S STUDIES

TRENT UNIVERSITY — The Women's Studies Program at Trent University invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 1998, subject to budgetary approval. The successful candidate will be expected to teach in the programme's required first year course: Introduction to Women's Studies and one or more of the upper year core courses: Feminist Research, Feminist Theory and Feminist Praxis. We are especially interested in applicants with expertise in the area of women and feminism in a global context. Candidates should have a completed Ph.D and are expected to demonstrate excellence in research and teaching. Applications, including a C.V., a sample of publications and letters of reference from three referees should be sent to Professor Margaret Hobbs, Chair, Women's Studies Program, Lady Eaton College, 1755 West Bank Drive, Trent University, Peterborough, ON K9J 7B8. The deadline for receipt of applications is March 16, 1998. Trent University is an employment equity employer and especially invites applications from women, aboriginal peoples, visible minorities and people with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ACCOMMODATIONS

FOR RENT — Available from July 1997 to June 1998. A one year old 1850 sq. ft, 3 BR + den home in Calgary close to the U of Calgary. Comes with a double attached garage and two full + one half bath. No pets please. Contact Professor Jaydeep Balakrishnan. Ph: (403) 220 7844. Email: balakrs@mgmt.ucalgary.ca

VICTORIA — May-June — furnished, 1 bdrm apt. in char. house, access to garden, 10 min. walk to ocean, downtown. $700/mo. 250-995-3043, email: tfoshay@uvic.ca

SABBATICAL RENTAL — Montreal. Fully-furnished four-bedroom house, residential area near city center (3km from McGill University, 5km from Université de Montréal). $1200/month + utilities. Available from May 1998. Contact Louis Taillefer; Tel: (514) 398.6476/277.3204; Email: louis@physics.mcgill.ca

FOR RENT — Fully furnished 3BR Home: bright, large studio, suitable for painter or craftsman; detached garage. Five minutes from Ottawa U. Available 1Aug98 to 15Dec98. $1000/mo. + utilities. Call Graeme Hunter at work (613) 562-5800 ext. 3667. Fax (613) 562-5135; e-mail: ghunter@aix1.uottawa.ca.

SABBATICAL RENTAL, Ottawa. Beautiful 3 BR Fully Furnished House in nice neighbourhood in easy walking distance of both Carleton University and University of Ottawa. Available summer/fall 98 to summer 99. Price negotiable. Contact: ggrafton@uottawa.ca, Tel (613)730-9431 (h), fax (613)562-5999.

MONTREAL — Outremont, furnished, beautiful, quiet cottage, 2 bedrooms, one office, living room, dining room, 2 bathrooms, terrase, garden, parking place, washing and drying machine, dishwasher t.v., cable. Minutes from downtown, metro, transport, parks, shops. Fifteen minutes from UQUAM and McGill. Ten Minutes from Univ. de Montréal. $1,500 a month, all included. Telephone additional, cleaning lady optional, twice a week, plus. Contact Mrs Mallet; Phone: (514) 272-0292. Fax.(514) 272-9935. Available: September 1st 1998 to May 1st 1999

EDUCATORS BED & BREAKFAST NETWORK — $29 a night for two. Private travel network with over 4000 members in 51 countries. House-sitting available. Choose your destination and we do the rest. Box 5273, Eugene, OR 97405. Call (800) 377-3480 fax (541) 683-8494 http://www.edubandnet.com

RENTAL — Central London (UK). Studio apartment; May-Dec 1998, May-Dec 1999; Email vbourton@mcgan.ucs.mun.ca

VILLA FOR RENT in Southern France, Provence. Sept. 1/98 to May 31/99. Fully furnished 3 bedroom, large office, library, 1 acre, private, wooded, inground swimming pool, tennis court, near Aix-en-Provence. $1350 per month plus utilities. Contact: Dr. Sandra Beckett at 905-687-7315 or e-mail sbeckett@spartan.ac.brocku.ca.

PROVENCE, South of France. 3-bedroom house (furnished) in the picturesque village of Puyloubier, 20km. east of Aix-en-Provence. Phone, washer, central heating. Available from Jan.'98. $1000.00 per month including utilities. Beth, (418) 978-7458 or 588-2580 or b.savan@utoronto.ca.

FOR RENT PARIS STUDIO in comf. bldg. Furnished (inc. bedding + TV, phone) all appliances inc. wid, sep. kitchen and WC, 4-pieces bath, UG parking, etc. Lots of space; exc. location. Ideal for sab. available Sept. 98. $950 + maint. fees/month. phone (604) 732-9016, fax (604) 732-6608, e-mail emery@axionet.com

SABBATICAL RENT Lyon France, a great university center near Alpes and Mediterranean Sea, complete upper floor furnished in a private house, three bedrooms, access to enclosed garden, parking, residential district. 4000 FF. per month, electricity, heating and phone not included. Vacant immediately. Contact Mr. Cartelli 1436 Rang St-Ange, Sainte-Foy (Qué), G2E 3L9 or phone 418-877-8574

SABBATICAL RENTAL — Firenze/Italy. Historic Centre attractive one-bedroom apartment, sleeps 2/4. Monthly Italian Lira 1,500,000 + util.; weekly 700,000 all incl. - Spezzotti 011-39-55-245-739.

L'École des sciences infirmières sollicite des candidatures afin de pourvoir deux postes réguliers, menant à la permanence (dont un sous réserve d'approbation budgétaire), de :

Professeure ou professeur
En soin infirmier de l'adulte

Fonctions :
Vous enseignerez aux premier et deuxième cycles, effectuerez des travaux de recherche, maintiendrez à jour votre expertise clinique et contribuerez à l'avancement de la profession infirmière.

Exigences :
Pour les deux postes, vous devez être titulaire d'un doctorat (Ph.D.) en sciences infirmières ou dans une discipline connexe; dans ce dernier cas, une maîtrise en sciences infirmières est exigée. En outre, vous devez être admissible pour pratiquer comme infirmière ou infirmier au Nouveau-Brunswick, posséder une expérience dans la recherche et l'enseignement et maîtriser la langue française parlée et écrite.

Le premier poste exige aussi une expertise en soin critique jumelée à une expérience récente en soin infirmier en situations complexes et critiques. Quant au deuxième poste (à pourvoir sous réserve d'approbation budgétaire), il exige une expertise en santé mentale et en soin infirmier psychiatrique, ainsi qu'une expérience en santé communautaire.

Entrée en fonction : le 1er juillet 1998
Veuillez faire parvenir, avant le 6 février 1998, un curriculum vitæ détaillé ainsi que le nom et l'adresse de trois personnes pour référence à **Mme Michèle Trudeau, directrice, École des sciences infirmières, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4255; télécopieur : (506) 858-4017; courriel : trudeam@umoncton.ca**

Le Département de biologie sollicite des candidatures afin de pourvoir un poste régulier, menant à la permanence (sous réserve d'approbation budgétaire), de :

Professeure ou professeur
Écologie marine

La personne choisie sera embauchée au rang d'adjointe ou d'adjoint.

Fonctions :
Vous enseignerez aux premier et deuxième cycles et effectuerez des travaux de recherche. Les cours de premier cycle porteront entre autres sur la biologie marine, l'aménagement biologique des zones côtières et l'océanographie.

Exigences :
Vous devez être titulaire d'un doctorat (Ph.D) ou être en voie de l'obtenir dans un avenir rapproché. De plus, vous possédez de fortes aptitudes en recherche fondamentale et appliquée dans le domaine de l'écologie marine. Vous maîtrisez la langue française, tant à l'oral qu'à l'écrit.

Entrée en fonction : le 1er juillet 1998
Vous devez faire parvenir, avant le 6 février 1998, un curriculum vitæ détaillé, le nom et les coordonnées de trois personnes à des fins de recommandation, ainsi qu'un court texte portant sur votre conception de l'enseignement à **M. Victorin Mellet, doyen, Faculté des sciences, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-4301; télécopieur : (506) 858-4541; courriel : saulnim@umoncton.ce**

UNIVERSITÉ DE MONCTON

Un accent. sur le savoir

Les candidatures seront considérées dès leur réception et selon leur ordre d'arrivée. Ces postes sont offerts également aux femmes et aux hommes. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux résidentes et résidents permanents seulement

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THE UNIVERSITY OF NEW BRUNSWICK in Saint John

Invites applications and nominations for the position of

DEAN OF THE FACULTY OF SCIENCE, APPLIED SCIENCE & ENGINEERING

The University of New Brunswick in Saint John (UNBSJ) has a student population of approximately 3,200 (2,000 full-time), with 700 full-time students registered in the Faculty of Science, Applied Science & Engineering (SASE). The full-time faculty in SASE numbers 50.

The Faculty consists of five separate departments (biology; engineering; math, statistics and computer science; nursing; and physical sciences). Aside from the programs typically offered in such departments, the faculty has specialized programs in Marine Biology, Zoology, Bio-Psychology, Data Analysis, Health Sciences and Psychology. In addition, there are numerous joint programs with the Fredericton campus of UNB (Engineering, Chemistry, Physics, Geology, Forestry, etc.) and a variety of pre-professional and certificate programs. The Faculty is also in the process of considering other new undergraduate programs in the Health Sciences, Pharmaceutical Chemistry and Technology. Programs at the Masters and Doctoral levels are also offered.

The Dean will be expected to provide effective academic leadership and sound administration to the Faculty and to provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, and an excellent record of teaching and research appropriate for the rank of Associate or Full Professor in any Science, Applied Science or Engineering discipline.

Due to the impending retirement of the current Dean of SASE (1 July 1999), the University would like to make an appointment such that the two individuals overlap. Thus, an employment date between 1 July 1998 and 1 March 1999 is anticipated.

Applications or nominations, along with a curriculum vitae and the names and addresses of three references, should be sent no later than 13 February 1998 to:

Dr. Rick Miner
Vice-President (Saint John)
The University of New Brunswick
P. O. Box 5050
Saint John, NB
E2L 4L5

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITE YORK UNIVERSITY — Toronto, Canada

Centre for Jewish Studies and Department of History
J. Richard Shiff Chair for the Study of Canadian Jewry

The Centre for Jewish Studies and the Department of History (Faculty of Arts) at York University, invite applications for the recently established J. Richard Shiff Chair for the Study of Canadian Jewry at the rank of Full Professor. The appointment will commence July 1, 1998, or later as appropriate. The successful candidate will have a distinguished record of scholarly research and publication in the History of Jews in Canada.

Candidates are invited to submit a curriculum vitae and the names of three people from whom letters of reference may be sought. Nominations of potential candidates are also solicited. Applications and nominations should be addressed to Prof. Michael Brown, Director of the Centre for Jewish Studies, or to Prof. Jonathan Edmondson, Acting Chair, Department of History, and sent to the Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ont. M3J 1P3 [FAX: (416) 736-5836] to arrive no later than March 9, 1998.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada.

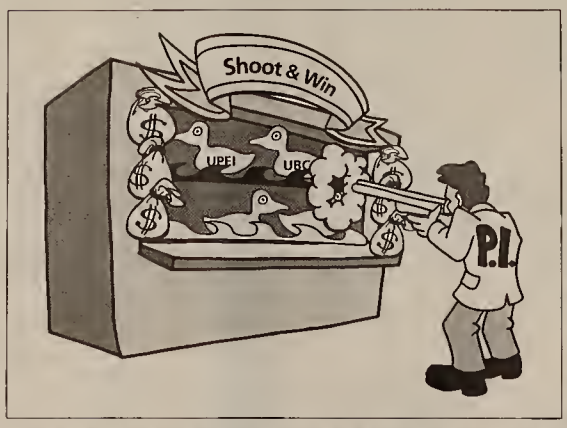
Slippery Slope Proves Perilous for PSE

BILL BRUNEAU

ONE OF THE STANDARD FALLACIES OF reasoning is "the slippery slope." Many of us learned about it in history courses, perhaps by considering the example of John Foster Dulles and American foreign policy in the 1950s. The argument went that if a non-communist state fell to communism, neighbouring non-communist states would also fall, one after another. Eisenhower applied the theory to justify military aid to South Vietnam in the 1950s.

Most often this form of argument is mistaken and misleading, as it probably was in this American example. But is it always wrong to make the slippery slope argument?

Philosophers suggest (Mary Warnock is one such writer) that the slippery slope may have good and appropriate uses. As she says, we "*can* usually control an undesirable slide down the slippery slope."



In December, the University of Prince Edward Island found it was about to be audited. This was not to be just any old audit. The Auditor General of the province had been asked to do what's called a "comprehensive audit," to apply a full range of performance indicators [PIs] to the university.

When UPEI found it was about to join sister universities that already had lived through PIs, it quickly learned that PIs had been tried out in nearly every other province.

Seven years ago, PIs were applied willy-nilly to community colleges in British Columbia. In the mid-1990s, the Province of Alberta decided to apply them to its entire range of public services, universities included. Ontario was well advanced in plans for the use of educational PIs by 1994, and the Maritime Provinces Higher Education Commission was publishing reports on the same subject, hinting that provinces use PIs to make unpopular decisions about funding cuts and university closures.

Some would say PIs should be understood as a way of doing a kind of practical research: research on university and college education, research on problems in access and delivery; research on how to ensure an equitable distribution of knowledge. However this is not the way provincial governments have treated PIs, whether in PEI or British Columbia.

Instead, PIs typically have tended to undermine institutional autonomy. They are a cover for reduction in public funding for higher education. They cost large amounts of money to develop and to administer, and they become a poor substitute for the kinds of educational and political judgement usually called for in human affairs.

The history of PIs in Canadian higher education invites the slippery slope argument. Something about the state of Canadian politics and society makes PIs more and more attractive to provincial and federal governments.

Similar questions arise when we think about growing privatization in Canadian higher education. Is the slippery slope at work at the Universities of Toronto and British Columbia, and now Acadia University, where privatization has taken increasingly inventive forms in each of the past several years? Did it all start with apparently innocent decisions to name buildings, and build "inevitably" toward privatization of whole programs of research and instruction, to massive increases in tuition fees and private endowment, and to limiting ideas about research and its uses?

Where these and similar developments reduce collegiality in university governance, these things should be named, and resisted. Where they lead in sneaky fashion to damaging cuts to public education funding, they should be attacked. Where they lead to erosion of academic freedom — in the choice of research subjects, the evaluation of research findings, and the freedom to carry research findings into teaching — they should be countered with every weapon in our political arsenal. It would be hard to argue that PIs and privatization are or were inevitable. But even in putting the question, we become more alert and alive to their every negative impact on our colleges and universities.

The slippery slope (and its cousin, the snow-ball) are, when you come down to it, useful after all. We may not be headed for the bottom of a long slope, but it doesn't hurt to look at the lay of the land ... just in case. ■

L'effet domino et les indicateurs de rendement dans l'enseignement postsecondaire

LA THEORIE DES DOMINOS EST UN CLASSIQUE DES FAUX raisonnements. La plupart du temps, ce genre d'argument est erroné et trompeur. Avons-nous toujours tort de l'invoquer cependant?

Selon des philosophes, dont Mary Warnock, cette théorie peut avoir de bonnes applications. Ils songent en particulier à des pratiques qui peuvent s'étendre, si elles ne sont pas vérifiées, à des cas de plus en plus inacceptables. Warnock cite l'exemple des recherches sur la reproduction humaine et le risque d'aller trop loin pour certaines formes de thérapie de reproduction ou d'intervention. Elle estime que la collectivité peut et devrait régler ce genre de choses. D'après elle, nous pouvons généralement empêcher un domino d'entraîner les autres dans une chute peu souhaitable.

En décembre, l'administration de l'Université de l'Île-du-Prince-Édouard a constaté que l'établissement ferait bientôt l'objet d'une vérification. Il ne s'agissait pas que d'une vérification routinière. Le vérificateur général de la province avait en effet été chargé de mener une vérification intégrée de l'université dans le but d'y appliquer une gamme complète d'indicateurs de rendement. Au cours des prochains mois, l'association des professeurs de l'université devra composer avec cette toute dernière application des indicateurs de rendement. Nous lui souhaitons bonne chance.

Penchons-nous toutefois sur la longue histoire des indicateurs de rendement au Canada. Ainsi, il y a sept ans, des indicateurs étaient appliqués bon gré mal gré à des collèges communautaires de la Colombie-Britannique. Au milieu des années 1990, l'Alberta a décidé de les appliquer à tous ses services publics, y compris les universités. Dès 1994, l'Ontario était déjà en avance dans ses projets d'implantation d'indicateurs de rendement en éducation. La Commission de l'enseignement supérieur des provinces maritimes a publié des rapports sur le même sujet, laissant entendre que les provinces se servaient des indicateurs de rendement pour prendre des décisions impopulaires à propos de compressions budgétaires et de fermetures d'universités.

Lorsque l'Université de l'Île-du-Prince-Édouard a découvert qu'elle joindrait les autres universités qui avaient déjà vécu l'expérience des indicateurs de rendement, elle a eu tôt fait de se rendre compte que presque une province sur deux les avaient essayés.

Pour certains, les indicateurs devraient être considérés comme un moyen de faire une sorte de recherche pratique : la recherche sur l'enseignement à l'université et au collège, la recherche sur les problèmes d'accès et de diffusion des connaissances, la recherche sur la façon de répartir équitablement le savoir. Ce n'est toutefois pas ainsi que les gouvernements provinciaux ont traité les indicateurs de rendement, que ce soit à l'Île-du-Prince-Édouard ou en Colombie-Britannique.

Au lieu de cela, on a généralement eu tendance à utiliser les indicateurs de rendement pour amoindrir l'autonomie des établissements d'enseignement. Ils servent à couvrir la réduction des deniers publics au titre de l'enseignement postsecondaire. Ils coûtent très cher à mettre au point et à administrer. De plus, ils deviennent un maigre substitut aux jugements pédagogique et politique qui sont ordinairement nécessaires dans les affaires humaines.

L'histoire des indicateurs de rendement dans l'enseignement supérieur au Canada évoque la théorie des dominos. Il se dégage quelque chose de la situation politique et sociale du Canada qui donne de plus en plus d'attrait aux indicateurs de rendement aux yeux des gouvernements fédéral et provinciaux.

Nous nous posons les mêmes questions lorsque nous nous arrêtons au phénomène de plus en plus répandu de la privatisation dans le secteur de l'enseignement postsecondaire. Est-ce que la théorie des dominos est à l'oeuvre aux universités de Toronto, Colombie-Britannique et Acadia, où la privatisation a pris dans chacune d'entre elles des formes de plus en plus inventives au cours des dernières années? Est-ce que tout a commencé par des décisions innocentes en apparence pour nommer des édifices et pour construire «inévitablement» en vue de la privatisation de programmes entiers de recherche et d'enseignement, pour augmenter radicalement les frais de scolarité et pour créer des fondations privées, pour limiter les idées sur la recherche et ses utilisations?

Il serait difficile de prétendre que les indicateurs de rendement et la privatisation sont ou étaient inévitables. Toutefois, même en posant la question, nous devenons plus vigilants et plus sensibles à leur effet négatif sur nos collèges et nos universités. Là où ces bouleversements ou d'autres semblables diminuent la collégialité dans la direction universitaire, il faudrait les nommer et y résister. Là où ils entraînent sournoisement la réduction du financement de l'éducation publique, il faudrait les attaquer. Là où ils érodent la liberté universitaire, dans le choix des sujets de recherche, l'évaluation des résultats de recherche et la liberté d'amener des résultats de recherche dans l'enseignement, il faudrait riposter avec toutes les armes de notre arsenal politique.

L'effet domino, et son cousin l'effet boule de neige, quand on y pense, sont utiles après tout. Nous ne nous dirigeons peut-être pas vers l'effondrement total, mais cela ne coûte pas cher de tâter le terrain ... juste au cas. ■